UVMMC - VFNHP Techs TAs to sign:

- Article 2 – Recognition –
- Article 14 – Job Security –
- Article 16 – Layoff –
- Article 18 – Hours of Work/Staff Schedules –
- Article 18A – Scheduling Vacations/CTO –
- Article 18B – "Summer Hours Bonus" –
- Article 19 – Overtime –
- Article 20B – Unit Staffing Collaboratives –
- Article 21 – Floating –
- Article 22 – Wages –
- Wage Table
- Article 23 – Differentials –
- Article 24 – On-Call/Call-In –
- Article 25 – Holiday Pay –
- Article 26 – Bereavement Leave –
- Article 28 – Certification –
- Article 29 – "Educational Assistance" –
- Article 30 – Flexible Benefits –
- Article 32 – Combined Time Off –
- Article 37 – Military Leave –
- Article 39 – Discipline & Discharge –
- Article 43 – Health & Safety –
- Article 50 – Duration of Contract –
- New Article: Immigration Protection and Visa Status Security –
- Side Letter: ECMO Specialist Differential Negotiations
- Side Letter UVM Health Float Pool
- Side Letter: Hemodialysis Technicians in Resource Pools
- Side Letter: "Milk with Dignity" Program
- Side Letter: UVMMC and Union Joint Statement on the State of Health Care

If Union asks about Per Diem Employment, this article stayed status quo, so we don't need to sign it, but we will incorporate language from side letter agreement into final draft.

Already Signed TAs:

- Article 4 – Union Access – UVMMC 7/22/26
- Article 7 – Non-Discrimination – UVMMC 4/30/26
- Article 45 – Parking – Union 9/2/26

UVMMC – SSU TAs to Sign:

- Article 2 – Recognition –
- Article 4 – Union Access –
- Article 16 – Layoff
- Article 18 – Hours of Work/Staff Schedules –
- Article 19 – Scheduling Vacations/CTO –
- Article 20 – Summer Hours Bonus –
- Article 21 – Overtime –
- Article 22 – Staffing –
- Article 24 – Resource and LNA Floating –
- Article 25 – Wages –
- Wage Table
- Article 26 – Differentials –
- Article 27 – On-Call/Call-In –
- Article 28 – Holiday Pay –
- Article 29 – Bereavement Leave –
- Article 31 – Certification –
- Article 32 – "Educational Assistance" –
- Article 33 – Flexible Benefits –
- Article 35 – Combined Time Off –
- Article 40 – Military Leave –
- Article 42 – Discipline & Discharge –
- Article 46 – Health & Safety –
- Article 53 – Duration of Contract –
- New Article: Immigration Protection and Visa Status Security –
- Side Letter UVM Health Float Pool
- Side Letter: "Milk with Dignity" Program
- Side Letter: UVMMC and Union Joint Statement on the State of Health Care

Already Signed TAs:

- Article 7 – Non-Discrimination – UVMMC 4/30/26
- Article 9 – Per Diem – Union 9/2/26
- Article 23 – Staffing Adjustments – UVMMC 7/15
- Article 48 – Parking – Union 9/2/26

TA for SSU
Appendix A to Article 2, SSU – Tracked from Contract

Jessica Bradley
Shannon Lawrence
10/6/2024

APPENDIX A: Classifications List:

ACC Circle Entrance Assistant	Lab Assistant II	Phlebotomy Operations Coordinator
ACC Lobby Coordinator	Lab Assistant Lead	Phlebotomy Technician I
Admin Assistant	~~Lab Customer Service Rep~~	Phlebotomy Technician II
Admin/Financial Assistant	~~Lab Customer Service Rep Sr~~	Phlebotomy Technician III
Anesthesiology Scheduling Coordinator	Lab Ops Support Coordinator	Lead Phlebotomy Technician ~~Lead~~
Audiology Assistant	Specialist Lab Operations Support ~~Specialist~~	Phlebotomy Training Specialist
Breast Imaging Liaison	Specialist Lab Operations Support Senior ~~Specialist~~	PHSO ICM Administrative Assistant
Call Center Lead	Licensed Nurse Assistant	PHSO Resource Partner
Call Center Representative	Licensed Nurse Assistant – Advanced	Prep Cook
~~CHI Assistant~~	Line Chef	Print and Graphic Design Lead
Clerical Assistant	Mail Clerk Lead	Printer
Clin Office Assistant	Material Handler	PSS Emergency Response Orderly
Clinical Care Assoc/Rad Tech	Material Handler – No DL	Pulmonary Function Medical Assistant II
Clinical Care Associate	Med Asst Ld Radiology Breast	Radiology Compliance Specialist
Clinical Care Associate Lead	Medical Assistant I	Radiology Medical Assistant
Clinical Patient Safety Attendant	Medical Assistant II	Radiology Medical Assistant II
Clinical Patient Safety Attendant Lead	Medical Assistant Lead	Radiology Medical Assistant Lead
Interim Clinical Patient Safety Attendant Lead~~,~~ ~~Interim~~	Medical Assistant~~istant~~/Radiology Tech	Receiver
Customer Service Rep PFS I	Medical Interpreter	Rehab Support Specialist
Customer Service Rep PFS II	Nurse Assistant Trainee	Rehab Therapy Aide
Customer Service	Nutrition Care Rep	Research Nutrition Aide II

TA for SSU
Appendix A to Article 2, SSU – Tracked from Contract

Rep PFS III		
Customer Service Specialist	Operations Support Specialist	Respiratory Para Professional
Dental Assistant	Operating Room Core Specialist	Scheduling Administrator
Dental Assistant (w. x-ray endorsement)	OR Scheduling-Charge Posting Coordinator	Scheduling Specialist
Dental Assistant Certified	Orderly	Scheduling Specialist Coord
Dental Assistant Expanded Function	Orthopaedic Technologist	Scheduling Specialist II
Department Assistant	Orthopaedic Technologist Lead	Scheduling Specialist III
Distribution Shift Coordinator	Pathology Support Assistant	Scheduling Specialist Senior
Entrance & Parking Assistant	Pathology Support Assistant Lead	Senior Code Alert Operator
Envir Svcs Worker II	Patient & Family Ambassador	Staff Assistant
Envir Svcs Worker III	Patient Access Coordinator	Staffing Office Specialist
Equipment and Supply Coordinator	Patient Access Navigator	Surgical COA
Food Service Worker II	Patient Access Navigator ED	Surgical COA Lead
GCRC Support Partner	Patient Access Specialist	Surgical Room Specialist I
Guest Experience Operations Coordinator	Patient Access Specialist ED	Surgical Room Specialist II
Image Management Associate	Patient Access Specialist I/O/A	Therapy Support Specialist
Image Management Report Administrator	Patient Attendant	Trauma Registrar
Image Management Specialist	Patient Experience Lead	Unit Secretary
Intake Coordinator	Patient Navigator, Oncology	Unit Secretary – Exempt
Inventory Controller	Patient Service Specialist	Unit Secretary/Labor and Del Asst
Inventory Technician	Patient Support Services Lead	Unit Secretary/LNA

TA for SSU
Appendix A to Article 2, SSU – Tracked from Contract

IP Rehab Therapy Aide	PFS Customer Service Support Rep	Unit Secretary/LNA – Advanced
IP Rehab Therapy Aide - DL	Phlebotomist	Unit Secretary/LNA Trainee
IP Rehab Therapy Aide Sr	Phlebotomist II	Unit/Department Scheduler
Lab Assistant I	Phlebotomist Lead	

10/6/2024

Article 4 – Union Access

A. UVMMC will provide the union with access to a conference room one day a month, on mutually agreed upon dates and times.

- These meetings are not open to non-bargaining unit employees.
- Such on-site meetings will not address the organizing of additional units, the expansion of the current unit, or strike issues.
- No one shall attend such meetings on work time. Bargaining unit employees may attend during their break time.
- Executive Board members will not be unreasonably denied time off to attend the monthly executive board meetings.

B. Union representatives, not UVMMC employees, who want access to any UVMMC area other than this meeting room will get prior approval from the Labor Relations Manager, or their designee, which will not be unreasonably denied.

C. The Union will be provided with one bulletin board in each physical location where collective bargaining unit employees work. Such bulletin board will be located in the employee lounge/locker room area, or in a location to be mutually determined by the Union and UVMMC. Where bargaining unit employees work in a location where other unionized employees have access to a bulletin board, UVMMC will provide a bulletin board that is sufficiently sized to ensure the space can be reasonably shared by all bargaining units.

In addition, the Union will be provided with the same three locked bulletin boards as provided in the contracts for nurses and technical employees.

A courtesy copy of all posted material shall be submitted to the Labor Relations Manager, or their designee, prior to, or at the same time as, posting. These bulletin boards will at all times carry a label clearly identifying them as Union space for use and disclaiming any UVMMC responsibility for any matter posted on them. No notices or other materials may violate law or be personally derogatory or demonstrably untrue.

D. A Union steward shall have up to forty-five (45) ~~thirty (30)~~ minutes to orient newly hired bargaining unit employees to the Union during orientation at a time designated by UVMMC. The bargaining unit employee shall be paid for the time spent in orientation with a Union Representative. The Union will provide UVMMC with copies of all materials presented to bargaining unit employees during orientation. The Union will be notified at least one (1) week in advance of the date, time and place of orientation.

E. UVMMC will reimburse bargaining unit employees up to 750 union hours per fiscal year ~~950 union hours in FY24, up to 500 union hours in FY25, and up to 950 union hours in FY26~~, paid at the bargaining unit employee's base pay rate (not including other payments such as differentials) for Union activities related to this bargaining unit, such as investigation of grievances, training for grievance representation, collective bargaining, and Weingarten representation. Up to 500 unused hours in any fiscal year will be added to the total of the next fiscal year. If hours are exhausted in any fiscal year, the Union may use hours from the following fiscal year.

The time must be coded as Union Time for payroll purposes and will not be used to calculate overtime rate. All requests for Union Time must be submitted by the Union to UVMMC Labor Relations. Union Time is not considered work time for any purpose including calculation of overtime, night, or weekend incentive payments.

The union may request that a bargaining unit employee take unpaid time off to participate in an arbitration related to this agreement. Such requests will not be unreasonably denied.

F. When an employee holds the position of Union President, Vice President, or Grievance Chair, the employee may request to reduce their hours or change status to part-time of no less than 0.5 FTE in order to fulfill the duties of their union position. During any single term in a union position, the employee's request for a reduced schedule may be approved no more than once. Upon the request of the employee, UVMMC will restore the employee to the same position and schedule/shift, so long as the employee works in an area with at least 10 committed hours bargaining unit employees in the employee's same job family. If the employee works in an area with less than 10 committed hours bargaining unit employees in the employee's job family, the employee shall be offered the next vacancy within the employee's title subject to any other legal obligations. Requests to change status to part-time or for job restoration under this section must be submitted at least 8 weeks before the proposed schedule change.

TA for SSU

Article 16 – Layoff/Furlough/Reduction in Hours

A. Decision to Effect — Layoff, Furlough, or Reduced Hours

1. UVMMC recognizes that layoffs, furloughs, or reduction in hours have a significant impact on employees. Accordingly, UVMMC will exercise its right to layoff, furlough, or reduce bargaining unit employee hours only where there are no other reasonable alternatives, and UVMMC may only furlough or reduce bargaining unit employee hours upon a State or federally declared emergency, in the event of other emergent circumstances that cease or significantly limit UVMMC's normal business operations, or with the mutual agreement of the Union.

2. For purposes of this article, a layoff is a full separation of employment or permanent reduction in hours. A furlough is a temporary reduction in hours or a temporary elimination of hours while the employee retains their employment status, benefits and seniority, together with an actual or anticipated return to work date.

3. Furloughed employees may use accrued CTO during their furlough, but shall not be required to use any CTO. CTO may also be used to cover the employee's benefits costs. If CTO is not available, or if the employee chooses not to use it, the employee will make arrangements with UVMMC to repay the amount when the employee returns to work.

4. Furloughs shall not exceed twelve weeks, unless agreed to by the employee, or every employee in the same job classification in the same cost center has had a twelve-week furlough, while maintaining necessary skill and ability.

5. In cases where UVMMC is requesting a return from furlough prior to the employee's recall date, the following will occur:

    a. UVMMC shall first ask for volunteers. Volunteers must respond within 48 hours, and will be selected in order of seniority (most to least).

    b. If no one agrees to return sooner than their return date, UVMMC may request the least senior person to return to work within fourteen (14) calendar days from the request. Employees with extenuating circumstances (like employees who are on travel assignment, are out of the country, have child care needs, or other similar circumstances) may discuss other options with their leader. No employee will be unreasonably denied additional time to return to work. The article in this agreement on Recall does not apply to furloughs.

6. In cases where circumstances necessitate a layoff of bargaining unit employees, a furlough, or a reduction of hours, UVMMC shall, except in unforeseen emergency or disaster circumstances, notify the Union in writing a minimum of fifteen (15) calendar days in advance and specify the positions so affected.

7. At the request of the Union, UVMMC shall meet to discuss the layoff, furlough, or the reduction, and explore alternatives.

8. In the Laboratory, UVMMC shall provide SSU with at least six (6) months' advance notice for layoffs, or as much notice is reasonably practicable under the circumstances. If less than six (6) months' notice is provided, affected employees shall remain in paid status until the earlier of: (a) their placement into another position pursuant to the Layoff Article of this Agreement; or (b) the expiration of six (6) months from the date notice should have been provided.

~~7.~~9. The parties acknowledge it is a common and longstanding practice for hospitals to refer patient specimens to independent third-party laboratories for testing. The referral of patient specimens to an independent third-party laboratory for testing, where such testing is performed by the third-party laboratory as part of its own operations and not by personnel furnished to UVMMC, shall not constitute the utilization of non-bargaining unit employees to perform bargaining unit work within the meaning of paragraph (i). UVMMC acknowledges that by agreeing to this language, the Union is not waiving its right to grieve a relationship with a third-party laboratory that it believes is furnishing contracted personnel to UVMMC in a way that violates this Agreement.

B. Layoffs/Furloughs

UVMMC shall determine the cost center, position, shift and number of FTEs or portion thereof. In such cost center, any layoff, furlough, or reduction in hours shall be done in reverse order of UVMMC Seniority, in accordance with the procedure below. If two (2) or more bargaining unit employees have exactly the same UVMMC Seniority, the selection shall be made using the UVMMC Employee ID number. The employee with the highest number shall be laid off, furloughed, or have their hours reduced first, and so on from highest to lowest ID number.

C. Procedure

1. The use of Travel employees in a cost center selected for layoff, furlough, or reduction in hours shall first be discontinued.

2. If there are temporary employees, they will be laid off, furloughed, or have their hours reduced in reverse order of UVMMC Seniority.

3. Then seek relevant/applicable volunteers for layoff, furlough, or reduction in hours. If there are multiple volunteers, selection will be in UVMMC Seniority order (most senior to least senior), and considering skill and ability to meet the patient care needs of the unit. Volunteers shall be eligible for all vacant positions that they are qualified to perform. Employees by cost center may propose a rotation or sharing of temporarily reduced hours and such proposals shall not be unreasonably denied.

4. If there are not enough volunteers then all probationary employees (new hires to UVMMC not veteran UVMMC employees who are "probationary" or "orienting" to the department or location) within the affected cost center in the affected position shall then be laid-off, furloughed, or have their hours reduced first.

5. Then bargaining unit employees with a suspension within the previous one (1) year will be selected for layoff, furlough, or reduction in hours first, then bargaining unit employees with a final written warning within the previous one (1) year will be selected. Bargaining unit employees laid off, furloughed, or with reduced hours under this provision will not be eligible for the bumping procedure outlined in Section D. If a bargaining unit employee laid off, furloughed, or with reduced hours under this provision has their suspension or final written warning overturned in the grievance process, the layoff, furlough, or reduction in hours will be rescinded.

6. Bargaining unit employees are selected in the reverse order of UVMMC Seniority. UVMMC may, however, elect not to lay off, furlough, or reduce the hours of a bargaining unit employee with the lowest seniority if the skills and abilities of that employee are required to maintain coverage in specialty areas and existing bargaining unit employees with higher seniority are not able to provide such coverage within 30 days.

D. Bumping Procedure

1. The most senior bargaining unit employee who is laid off, furloughed, or reduced in hours shall be offered any available vacant positions, excluding per diem, for which the bargaining unit employee is qualified. (At this point or any point up to #5, the bargaining unit employee may voluntarily accept any vacant position in any bargaining unit position and any Department where they are qualified.)

2. If no such comparable position (Department and shift) exists, then the bargaining unit employee must bump the bargaining unit employee with the least UVMMC seniority in the employee's Department and shift, provided that the following conditions are all satisfied:

    a. Such individual has a lower UVMMC seniority than the bargaining unit employee exercising their bumping rights, and

    b. That the bargaining unit employee is qualified for the position.

3. If there is no such least senior bargaining unit employee (for example, the bargaining unit employee targeted for layoff, furlough, or reduction in hours is the bargaining unit employee with the least UVMMC seniority in their Department and shift) the bargaining unit employee must bump the bargaining unit employee with the least UVMMC seniority in their Department on any shift, provided that the following conditions are all satisfied:

a. Such individual has a lower UVMMC seniority than the bargaining unit employee exercising their bumping rights, and

b. The bargaining unit employee is qualified for that position.

4. If no such position exists, they must accept any vacant position in any Department within the bargaining unit where they are qualified to perform in the position.

5. If no such position exists, they must bump the bargaining unit employee with the least UVMMC seniority in any Department providing the bargaining unit employee is qualified for that position.

Any bargaining unit employee who, via the above procedure, accepts a position either vacant or by bumping shall be reimbursed at the same or new hourly rate and CTO accrual level, whichever is greater.

In case of multiple layoffs, furloughs, or reductions in hours the bargaining unit employee with the highest UVMMC Seniority shall exhaust the procedure first.

A bargaining unit employee affected by a bump will enter the bumping procedure outlined above.

If a bargaining unit employee refuses a position at any stage of the procedure, the bargaining unit employee waives all rights to bumping and shall be laid off and placed on a recall list or furloughed.

In a layoff, those bargaining unit employees having bumping rights or rights to vacant positions shall exercise such rights within forty-eight (48) hours upon being notified in writing of their options. In a furlough, those bargaining unit employees having bumping rights or rights to a vacant position shall exercise such rights within twenty-four (24) hours upon being notified in writing of their options.

A full-time bargaining unit employee may, but shall not be required to, bump a less senior part- time bargaining unit employee or vice versa. In bumping, the bargaining unit employee must accept the number of hours and/or shift held by the least senior bargaining unit employee.

Laid-off or furloughed bargaining unit employees may remain in the department as a per diem and shall be offered work as needed. Such bargaining unit employees shall be treated like other per diem bargaining unit employees. However, laid-off or furloughed bargaining unit employees shall return to their position upon recall. Bargaining unit employees on a recall list may work as per diem while awaiting recall.

In the case of a reduction in hours, bumping rights shall apply as for lay-offs or furloughs.

For the purposes of bumping or filling a vacant position in a layoff, a bargaining unit employee shall not be deemed qualified if they would not also be able to perform independently in the position within thirty (30) days. For the purposes of bumping or filling a vacant position in a furlough, a bargaining unit employee shall not be deemed qualified if they would not be able to perform to the level of a Travel nurse after the orientation typically given to a Travel nurse for that unit/department.

TA for SSU

Article 18 – Hours of Work/Staff Schedules

A. For payroll purposes, the workweek shall consist of a fixed and regularly recurring period of 168 hours (or seven consecutive 24-hour periods). ~~begin at 7:00 a.m. on Monday and end at 6:59 a.m. on the following Monday. Pay periods are two workweeks.~~

B. Clocking In and Out

1. Bargaining unit employees must clock in and clock out to record their time worked. They must clock in when they start working and clock out when they stop working (except for meal and rest periods).

2. In cost centers where bargaining unit employees are required by the UVMMC Scrubs policy to change clothing on site prior to commencing work, bargaining unit employees will swipe in prior to changing clothes, and then swipe out at the end of their shift after changing.

3. When a bargaining unit employee obtains permission from their manager, or their designee, to clock out early because of low census, lack of work, or for early release from scheduled training time, the bargaining unit employee may decide whether to use CTO or take time off without pay and will notify their manager/supervisor of their decision. This shall not be considered unexcused time off.

C. Meal and Rest/Break Periods

1. When workload permits, bargaining unit employees may receive one (1) consecutive fifteen (15) minute break/rest period for each four (4) consecutive hours of work. Bargaining unit employees will not be paid extra for breaks/rest periods not taken. Breaks/rest periods are considered time worked for payroll purposes. Breaks/rest periods will be coordinated according to cost center needs.

2. If workload permits, and the bargaining unit employee obtains prior approval, breaks/rest periods may be combined with meal periods or other breaks/rest periods.

3. Meal periods will be thirty (30) minutes without work responsibility. The payroll system will automatically deduct meal periods for bargaining unit employees working at least six and one half (6.5) consecutive hours. Meal times do not count as time worked for payroll purposes. Meal periods will be coordinated according to cost center needs.

4. If a bargaining unit employee is required to work through their meal period, the bargaining unit employee will be paid. Bargaining unit employees must inform their manager if they have worked during their meal period. Bargaining unit employees must obtain approval from their manager or designee prior to working through their meal period.

5. Breaks and/or meal times may not be used to report to work late or leave work early.

6. Bargaining unit employees who work a night-shift in Phlebotomy (1216), Call Center (5013) or in the Emergency Department for Registration (5001) may voluntarily work their night-shift without a scheduled unpaid 30-minute meal period (i.e., "straight shifts"). The parties jointly acknowledge this scheduling practice is unique to these cost centers. Existing bargaining unit employees in these cost centers who currently elect to regularly work straight night-shifts may continue this practice, as long as

they are continuously employed in the same cost center. Bargaining unit employees in these cost centers who do not work straight shifts may request to work a straight night-shift and such request shall not be unreasonably denied. Bargaining unit employees who elect to work straight shifts acknowledge they will not receive a scheduled unpaid 30-minute meal period and will receive rest/break periods only as otherwise permitted by this Article. If a bargaining unit employee working a straight shift wishes to modify their schedule to include a scheduled unpaid 30-minute meal period, they will follow the Internal Posting/Shift Schedule Preference process set forth in the Article on Vacancy / Job Posting.

7. UVMMC shall provide all departments with a safe and sanitary place within a reasonably close proximity to rest or take breaks. Employees agree to promptly notify a member of leadership if they discover unsafe or unsanitary conditions in a break area. This provision is not subject to the grievance and arbitration provisions of this Agreement.

D. Schedules

1. Schedules will be posted at least four (4) weeks before the start of a two or four (2 or 4) week schedule. Eight (8) weeks is the maximum number of weeks that can be posted. UVMMC is responsible for overseeing the scheduling process.

2. Eight (8) weeks should be posted before the CTO request time is pulled to build the next schedule.

3. Block schedules for bargaining unit employees will not be changed without consulting the employee.

4. Nothing in this section shall decrease an existing practice in any cost center where bargaining unit employees participate in developing staff schedules, except that no existing practice shall limit the management rights set forth in this agreement.

E. Scheduling Practices

Scheduling managers shall make every attempt to schedule staffing to meet the appropriate staffing levels.

When scheduling the following priority will be used.

1. Bargaining unit employees with committed hours will be scheduled first.

2. Bargaining unit Per Diems will be offered the ability to pre-schedule shifts/hours according to the skill needs of that cost center for that shift. If two or more bargaining unit Per Diems with the same skill and ability request the same shift/hours, the bargaining unit Per Diem with the most cost center seniority will be given that shift/hours.

3. Any contracted staff will be scheduled after Per Diem bargaining unit employees have completed their pre-posting process.

4. At the discretion of UVMMC, prior to posting the schedule, scheduled overtime shifts will be offered to bargaining unit employees employed in the cost center.

5. The schedule will be posted and will include a posting of the vacant shifts/hours. The schedule will have the date it was posted.

6. Once the schedule is posted, bargaining unit employees in the cost center may sign up for vacant shifts/hours. If the additional shift/hours creates overtime, prior management approval is required.

7. Bargaining unit employees from other cost centers may sign up for vacant shifts/hours. Bargaining unit employees signing up for shifts on other units must have:

- Demonstrated skill and ability to work on the unit
- Performed the unit competencies
- Familiarity with the service and its procedures

8. Voluntary cost center on-call may be available in cost centers that do not have on-call as a condition of employment as of the effective date of this agreement. Cost center on-call will follow the On-Call Article and be voluntary. If a cost center utilizes voluntary on-call, a system will be developed by the cost center to fairly distribute on-call shifts.

F. Shift Rotation

1. UVMMC will make every attempt to minimize shift rotation.

2. Prior to any shift rotation, UVMMC shall seek volunteers with necessary skill and ability first. If more than one qualified bargaining unit employee volunteers, selection will be by the bargaining unit employee with the greatest cost center seniority. If nobody volunteers, the least senior qualified bargaining unit employee will be rotated. If the least senior employee is not qualified, the least senior qualified bargaining unit employee will be chosen until the least senior bargaining unit employee is qualified. UVMMC agrees to provide training and education to help all bargaining unit employees become qualified within a reasonable timeframe.

G. Time Lapse Between Scheduled Shifts

1. There will be a ten (10) hour time lapse between shifts. Less than a ten (10) hour time lapse requires the consent of the bargaining unit employee and the manager.

2. Two (2) days off will be scheduled following a night rotation. Less than two (2) days off requires consultation with the bargaining unit employee.

3. When a bargaining unit employee is asked by their manager/supervisor to work beyond their regular shift, and there is not a ten (10) hour time lapse between shifts, the bargaining unit employee shall be given ten (10) hours off from work before being required to come in to work. An employee may request to make up any missed time on the following day's shift within the same pay period as long as it does not incur overtime. The bargaining unit employee may elect to use CTO or approved unpaid time off for the missed scheduled hours, and such absence will be considered excused. The bargaining unit employee may come in before the expiration of the 10-hour rest period with the consent of both the bargaining unit employee and the manager/supervisor.

H. Maximum and minimum consecutive shifts

1. 8 Hour Shifts

a. Bargaining unit employees will not be scheduled for work stretches of more than five (5) consecutive days.

b. Bargaining unit employees who work fifty-six (56) hours per pay period or more will not be scheduled for work stretches of less than two (2) consecutive days.

2. Shifts of more than 8 hours

a. Bargaining unit employees will not be scheduled for work stretches of more than four (4) consecutive days.

b. Bargaining unit employees who work sixty (60) hours per pay period or more will not be scheduled for work stretches of less than two (2) consecutive days.

3. Bargaining unit employees may consent to work more or fewer shifts. Bargaining unit employees with approved block schedules that do not comply with these requirements do not need re-approval for each schedule. Management will need eight weeks to implement any changes to block schedules, but managers will attempt to work with the bargaining unit employees to implement changes sooner.

4. The provisions of this section H do not apply to bargaining unit Per Diems.

5. Bargaining unit employees will not be required to work more than 12 hours in a row.

I. Weekends

1. In the cost centers where there is currently a weekend work requirement, the normal weekend work requirement for all full and part-time bargaining unit employees is every other weekend.

2. A weekend, for purposes of defining a weekend off and/or a weekend worked is defined as two (2) shifts: Saturday and Sunday for day and evening staff; Friday, Saturday or Sunday for 10 and 12-hour shift night staff; and Friday and Saturday, or Saturday and Sunday for 8-hour shift night staff. The weekend work requirement may also be satisfied by working one (1) weekend shift every weekend.

3. For cost centers where staffing permits, a weekend rotation greater than every other weekend (i.e. every 3rd weekend) is permissible. Bargaining unit employees wishing to work more than their normal weekend rotation will be permitted and not unreasonably denied.

4. Weekend schedules will not be changed without consulting the bargaining unit employee. If weekend schedules have to be changed, UVMMC will seek volunteers first. If no bargaining unit employee volunteers, the least senior bargaining unit employee based on cost center seniority, will be chosen to change weekends. If the least senior employee is not qualified, the least senior qualified bargaining unit employee will be chosen until the least senior bargaining unit employee is qualified. UVMMC agrees to provide training and education to help all bargaining unit employees become qualified within a reasonable timeframe.

5. Implementation of the Holiday guidelines may require a temporary change of weekend schedules. UVMMC will seek volunteers first. If no bargaining unit employee volunteers, qualified bargaining unit employees will be asked to cover the shift on a rotating basis beginning with the least senior bargaining unit employee based on cost center seniority.

J. Canceling a scheduled shift

If a bargaining unit employee is not needed to work a scheduled shift, according to the procedure in the Article on Staffing Adjustments, UVMMC will make every effort to notify the bargaining unit employee as quickly as possible. If the bargaining unit employee does not receive any notification and shows up for work and is not needed, the bargaining unit employee will be paid two (2) hours at the rate the employee would have been paid.

K. Time Changes/Shift Coverage

1. Time changes will be recorded on a time change form, or in the manner that is currently in place in each cost center.

2. Once the schedule is posted, it is the responsibility of the bargaining unit employee to find coverage for their shift, and such coverage must be approved in advance by the Manager, or Supervisor. Requests for time off will not be unreasonably denied.

3. A shift can only be covered by a bargaining unit employee who has skill and ability to work in the cost center.

4. After the schedule is posted, a bargaining unit employee may utilize a bargaining unit per diem to take time off using CTO, in accordance with Section 3 above.

5. Coverage that creates overtime must be pre-approved.

L. Flexible Schedules

At the discretion of UVMMC, a cost center may elect to allow employees, with manager/supervisor approval, to flex their working hours within the span of one pay period, such that more than the normal number of hours are worked one day and fewer than the normal number of hours are worked another day, provided the employee does not exceed their normal pay period hours without overtime or other incentive pay approval.

TA for SSU

Cynthia Brady 10/6/2024
Shannon Lawrence 10/6/2024

Article 19 – Scheduling Vacations/CTO

UVMMC will work collaboratively with the bargaining unit employees in all areas to facilitate each bargaining unit employee's ability to take time off. It is within management's discretion to determine whether the area within which the provisions of this Article apply will be on a location, cost-center, or department basis, or a combination thereof.

UVMMC will provide seniority lists to the management in each area and, upon request by the Union, UVMMC will make available to the Union the current staffing plan in any area with bargaining unit employees.

Each area will use either the Rolling Sign Up (see Section A below) or the Seniority Sign Up (see Section B below). The bargaining unit employees in each area shall determine which system to use based on a majority vote. Areas may change the process no more than one time per year. If an election is requested by bargaining unit employees in an area, the Union and UVMMC will work collaboratively to establish and conduct the voting process within 60 days of such request. Any transition to a different process will recognize time off that has already been granted and, if an area votes to transition to Seniority Sign Up, the transition shall take effect in the Seniority-Sign Up period immediately following the vote.

During the period between the beginning of either rolling or seniority sign up and the posting of a schedule pursuant to article Hours of Work / Staff Schedules, employees shall be permitted to receive approved time off as follows:

1. All areas shall permit at least one (1) bargaining unit employee day to receive approved time off.

2. In all inpatient, peri-op, and other 24/7 areas, if at least ten (10) committed hours employees from this bargaining unit are scheduled to work a shift, the area shall permit at least one (1) bargaining unit employee from that shift to receive approved time off. This approved time off shall be in addition to that provided under Paragraph 1.

3. In all areas, if at least twenty (20) committed hours employees from this bargaining unit are scheduled to work a shift, the area shall permit at least one (1) bargaining unit employee from that shift to receive approved time off. In all inpatient, peri-op, and other 24/7 areas, this approved time off shall be in addition to that provided under Paragraphs 1 and 2. In all non-24/7 areas, this approved time off shall be in addition to that provided under Paragraph 1.

~~3.~~4. The above paragraphs will not apply i~~t~~n Environmental Services, where employees shall be permitted to receive approved time off as follows:

Weekday-Day (per shift)

- Office Staff – 1
- EVS II – 4 **(+1, which may include employees on protected leave)**
- EVS III – 1

Weekday-Eve (per shift)

- EVS II – 3 **(+1, which may include employees on protected leave)**
- EVS III – 1

Weekday-Night (per shift)

- Any staff – 2

Weekend-Day (per shift)

- EVS II – 1
- EVS III – 1

Weekend-Eve (per shift)

- EVS II – 1
- EVS III – 1

Weekend-Night (per shift)

- Any staff – 1

Additional Weekday/Weekend (per day)

- Fanny Allen – 1 (from any shift)
- Flex (any location) – 1

These changes shall take effect in the first schedule posted after ratification.

Employees on an extended leave of absence of at least four (4) consecutive weeks shall not count in the minimum number of bargaining unit employees approved for time off. For the purposes of this Article, an extended leave of absence includes leave taken under this Agreement's articles on Family and Medical Leave, Supplemental Family and Medical Leave, Military Leave, Short Term Leaves of Absence, or any other legally protected leave (e.g., religious accommodation, disability accommodation, etc.).

Employees will not need to find coverage for approved time off before the schedule is posted.

An employee with an approved vacation will not have their vacation denied because of a change in their shift/schedule.

The processes outlined in this article may be done electronically, where the appropriate platform exists.

A. Rolling Sign Up

1. For areas that use rolling sign-up, bargaining unit employees will be able to request vacation/CTO up to six (6) months in advance. Bargaining unit employees may not request more than two (2) weeks of their authorized hours in June, July, and August, except if the employee is approved for an extended leave of absence that permits the use of CTO under this Agreement, they may use more than two (2) weeks of vacation/CTO time during their absence period.

2. No request for time off will be unreasonably denied. Requests will not be altered or removed.

3. Any bargaining unit employee who finds appropriate coverage for their shift may take CTO within the parameters of the provisions of this Agreement on Scheduling. Use of such coverage may be denied when, among other reasons, found coverage will result in an employee working hours for overtime or other premium pay. Use of such coverage will not be denied because of posted holes.

B. Seniority Sign-Up

1. The area's seniority sign-up period will begin September 1st and conclude on October 31st, and bargaining unit employees will be able to request vacation/CTO between January 1st and December 31st of the following year. The procedure for seniority sign up is outlined in subsection 5 of this section B.

2. The manager will review the sign up requests and approved time will be published in the area no later than November 7th. No changes will be made to the original sign-up requests; the records of original sign-up requests must be maintained by the manager.

3. Additional requests may be signed up for on a "first come, first served" basis after approved time is published in the area and until the schedule is taken by the scheduler to create the next schedule.

4. Seniority Sign-Up Procedure

a. The opportunity for Seniority Sign-Up will circulate beginning with the most senior bargaining unit employee and will be handed off to the next bargaining unit employee on the seniority list until all bargaining unit employees have signed up or until the final sign-up date, whichever comes first.

b. This process must occur in a timely manner to ensure all bargaining unit employees are able to sign up for CTO during the sign-up periods.

c. During the seniority sign-up period, bargaining unit employees may sign up for their authorized hours to work in four weeks (two pay periods) with only the authorized hours in two weeks (one pay period) during the months of June, July and August.

d. It is the responsibility of each bargaining unit employee to be ready to sign up during the sign-up period.

e. If there are extenuating circumstances that require special consideration, it is recommended that the bargaining unit employee contact their Manager and the Union steward to review available options.

f. In those areas that use a paper CTO request book, the book may not leave the area. A bargaining unit employee may contact another bargaining unit employee to complete the sign up. The person signing the book must initial and date the entry.

5. After the Seniority Sign-Up Procedure

a. After the Seniority Sign-Up Procedure outlined above, bargaining unit employees may request additional vacation/CTO on a "first come, first serve" basis.

b. Additional vacation/CTO may be requested and granted for the calendar year following the Seniority Sign-Up Procedure, and until the scheduler takes these requests to create the schedule.

c. No request for time off will be unreasonably denied. Requests will not be altered or removed.

d. Any bargaining unit employee who finds appropriate coverage for their shift may take CTO within the parameters of the provisions of this Agreement on Scheduling. Use of such coverage may be denied when, among other

reasons, found coverage will result in an employee working hours for overtime or other premium pay. Use of such coverage will not be denied because of posted holes.

C. Holiday Rotation

1. Holidays off will be rotated as equally as possible to afford each bargaining unit employee a fair share of the holidays off. Departments are responsible for ensuring patient care needs are met. When possible, bargaining unit employee preference will be taken into account when granting time off during holidays.

2. UVMMC holidays of Thanksgiving Day, December 24, December 25, and January 1 will not be included in the vacation/CTO request process. No bargaining unit employee will be required to work more than two (2) of these holidays in any given year.

3. None of these requirements shall change an existing holiday scheduling practice if there is an agreement in an area between employees and their manager to maintain the current practice.

Chatha Brady 10/6/20
Shannon Lawrence
10/6/2020

Article 20 – Summer Hours Bonus Program

Summer Hours Bonus Program to incentivize employees who agree to work a minimum number of regular scheduled or overtime hours during the program pay periods (based on a 14-week or 7 pay period program duration).

1. Bargaining unit employees who are interested in being considered for the Summer Hours Bonus Program must notify their manager in writing by August 15th of the prior year. Managers will inform bargaining unit employees if they will be eligible to participate in the Summer Hours Bonus Program by August 31st of the prior year.
    - In cost centers with at least ten (10) support staff bargaining unit FTEs, a minimum of two (2) participation opportunities will be offered within that cost center. In all other cost centers with support staff bargaining unit employees, at least one (1) participation opportunity may be offered within the cost center.

2. Managers may also offer additional participation opportunities to bargaining unit employees at their discretion. Managers shall notify staff of additional bonus participation opportunities at any time between September 1st of the prior year and April 1st. Upon offering an additional participation opportunity, managers will provide bargaining unit employees a period of no less than 15 days to express their interest in participating in the program. Managers will inform bargaining unit employees if they will be eligible to participate within 15 days after the end of the additional sign-up period.

3. Dates for Summer Hours Bonus Program:

    The program dates for the Summer Hours Bonus Program begin with the pay period in which the Memorial Day Holiday falls and the subsequent six pay periods (total of seven (7) pay periods or 14 weeks).

4. Participating bargaining unit employees must meet the following eligibility requirements to receive the bonus:
    - Have been informed by their manager in writing or other documented means that they are eligible to participate in the Summer Hours Bonus Program prior to the program start date.
    - Are active employees in the approved position or department for the entirety of the program period.
    - Work the predetermined minimum eligible hours based on the employee's FTE Status at the start of the program for each eligible position as detailed in the schedule below.

Summer Hours Bonus Program Eligibility Schedule
based on 14 week (7 full pay period) program duration

Status	FTE Status in eligible position	Minimum required hours worked */**	Bonus Proration Pct.	Total Bonus Amt
Full Time	1.00	512.0	100.0%	$ 1,500.00
	0.95	484.0	100.0%	$ 1,500.00
	0.90	456.0	100.0%	$ 1,500.00
Part Time	0.85	435.0	85.0%	$ 1,275.00
	0.80	409.0	80.0%	$ 1,200.00
	0.75	384.0	75.0%	$ 1,125.00
	0.70	358.0	70.0%	$ 1,050.00
	0.65	332.0	65.0%	$ 975.00
	0.60	307.0	60.0%	$ 900.00
	0.55	281.0	55.0%	$ 825.00
	0.50	256.0	50.0%	$ 750.00
	0.45	230.0	45.0%	$ 675.00
	0.40	204.0	40.0%	$ 600.00
	0.35	180.0	35.0%	$ 525.00
	0.30	153.0	30.0%	$ 450.00
	0.25	128.0	25.0%	$ 375.00
	0.2 or lower	100.0	20.0%	$ 300.00
Per Diem	0.00	416.0	100.0%	$ 1,500.00

** Worked hours includes all regular scheduled shifts and overtime hours in the participation-approved position. Additionally, hours deemed as low census will be considered as part of the hours worked calculation.*

*** Additional Incentive pay based shifts/hours (i.e., Urgent Pay, Called In, On Call, etc.) do not count towards hours worked requirement.*

5. Per Diem Summer Bonus. Per Diem bargaining unit employees will be eligible for a summer bonus of $1,500 if they meet all the following requirements:
   - Indicate a desire to participate in this program to their manager, and the manager confirms there is a need, on or before April 1st of the program year.
   - Sign up for shifts before the posted schedule is up (see Article 18.E.2) for at least 416 hours of time during the program pay periods (based on a 14-week or 7 pay period program duration).
   - Work 416 hours during the program period dates.

   Credit for Per Diem Summer Bonus Hours will run concurrent with credit for the per diem requirements in Article 9.

6. Additional Bonus for Night and/or Weekend Shift Work. Any bargaining unit employee who is participating in the Summer Hours Bonus Program will receive an additional $1,000 bonus if they meet all of the relevant eligibility requirements above and a majority (greater than 50.0%) of their hours worked during the program period are worked on hours eligible for a night or weekend differential, per the shift hours set forth in the Differentials article in this agreement.

7. The Summer Hours Worked Bonus payment will be made in the paycheck following the second full pay period after the program has concluded. Any reviews requiring additional eligibility determination after the initial eligibility review may have a delay in payment until a final determination has been made.

TA for SSU

Chelsea Brady
Shannon Lawrence
10/6/2024

Article 21 – Overtime

A. Overtime cannot be worked without prior supervisory approval, except in an occasional situation when the bargaining unit employee is involved in direct patient care and is unable to notify their supervisor but will do so as soon as practicable via the Exception Sheet or any other notification procedure established by UVMMC. There shall be no mandatory overtime except in an emergency.

B. Eligibility for Overtime

All bargaining unit employees who do not meet the requirements for an exemption to the FLSA are eligible for overtime pay.

C. Overtime Provisions

1. UVMMC shall pay non-exempt bargaining unit employees according to one of the following methods:

a. Forty (40) Hour Provision (40 strict) - Overtime must be paid when a bargaining unit employee's total worked hours exceed forty (40) in a seven (7) day period beginning with the arrival of the day shift on Monday and ending seven (7) days later with the close of Sunday's night shift. There are two (2) such periods in each of the designated pay periods.

b. Extended Forty (40) Hour Provision (40 liberal) - Overtime will be paid in either of the following circumstances:

When a bargaining unit employee's total hours worked on a single continuous shift exceed the scheduled shift (minimum of eight [8] hours).

and/or

When a bargaining unit employee's total worked hours exceed forty (40) in a seven (7) day period beginning with the arrival of the day shift on Monday and ending seven (7) days later with the close of Sunday's night shift. There are two (2) such periods in each of the designated pay periods.

c. Eight/Eighty (8/80) Provision - Overtime will be paid in either of the following circumstances:

When a bargaining unit employee's total hours worked on a single continuous shift exceed eight (8) hours

and/or

When a bargaining unit employee's total hours worked exceed eighty (80) hours in the designated fourteen (14) day pay period.

D. Calculating Overtime

1. For the purposes of calculating overtime, worked hours will include: all hours worked, time spent attending an approved class, meeting, or conference or UVMMC orientation. All other paid and unpaid hours, including CTO and union time, will be excluded. Worked hours will be recorded in accordance with UVMMC policy on overtime pay practices and as required by applicable law.

2. Overtime hours will be paid at a rate of one and one half (1-1/2) times the bargaining unit employee's regular rate. Calculation of the regular rate will include earnings for worked hours, applicable shift differentials, and any other earnings required to be included in the regular rate under the FLSA.

E. Urgent Pay

Urgent pay is specifically designed to provide additional compensation for non-exempt bargaining unit employees who work additional hours when unusual circumstances occur. Eligible bargaining unit employees who work onsite will be paid urgent pay hours at a rate of two (2) times the bargaining unit employee's base rate. If the unit needs additional bargaining unit employees within twelve (12) hours from the start of the shift, urgent pay must be offered except in the following situations:

1. Per diem bargaining unit employees must have worked at least 24 non-urgent hours in a pay period to be eligible for urgent pay. All non-urgent hours worked in any UVMMC position are counted for the purposes of this section.

2. Any bargaining unit employee who misses scheduled work is not eligible for urgent pay during that same pay period. However, urgent pay will not be denied in any pay period for a single absence which ~~does~~ not exceed four and one-half hours.

3. Any bargaining unit employee is ineligible for urgent pay if a manager has attempted to offer the work to the bargaining unit employee prior to twelve (12) hours before the shift.

If a shift is identified as eligible for urgent pay, the entire shift will be paid as urgent pay.

~~**Side Letter – SSP Renewal**~~

~~The August 21, 2023 agreement between UVMMC and the Union on Scheduling Supplement Pay ("SSP"), which is currently set to expire on September 30, 2023, will be extended through the pay period ending on November 26, 2023.~~

F. Scheduling Supplement Pay ("SSP")

1. In cost centers approved by appropriate UVMMC executive leadership, SSP may be offered at the discretion of the employee's leader for open holes at the time of schedule posting. SSP cannot be used to cover vacations or leaves of absence that occur after the posting of an initial schedule. The parties agree UVMMC's approval of SSP will be based on a review of staffing needs and solutions, and may be time limited in any cost center to a date certain.

2. SSP will be paid at one-and-three-quarter times (1.75x) the bargaining unit employee's base hourly rate, excluding any differentials or other premium pay.

3. Committed hours bargaining unit employees will be eligible after meeting their committed hours with a combination of worked hours or scheduled CTO, excluding SSP hours themselves.

4. Per diem bargaining unit employees must have worked at least twenty-four (24) non-SSP hours in a pay period to be eligible for SSP.

5. Any bargaining unit employee who misses scheduled work is not eligible for SSP during the same pay period. However, SSP will not be denied for any pay period for a single absence which does not exceed four-and-a-half (4.5) hours.

6. If an entire shift is identified as eligible for SSP then all hours worked on that shift will be paid as SSP if the above requirements are met.

7. The awarding of SSP shifts will be on a first-come, first-served basis.

TA for SSU

Tentatively 10/10/24
Shannon Carrescia
10/4/2024

Article 22 –Staffing

High quality patient care and service excellence is the shared goal of UVMMC and the Union. UVMMC and the Union agree that staffing UVMMC with the appropriate number of skilled, reliable employees is an essential element for the provision of quality patient care and service excellence. Additionally, the healthcare professionals and the administration working in the only academic health center in Vermont recognize their societal obligation to provide safe, high quality care to patients who seek care at UVMMC.

UVMMC and the Union agree that patient care should be patient centered, always offering the patient the highest respect and acknowledging the individual as an informed, discriminating consumer. Care is competent, effective and collaborative. It respects the patient's values, preferences and needs. UVMMC and the Union also agree that department staffing must consider the importance of ensuring that the quality of the employee's work life is appropriate, based on findings where it has been shown that the quality of work life has an impact on the quality of care delivered.

To that end, at the request of either party, ~~if~~ UVMMC and the Union ~~agree that it would be beneficial for a department to have a staffing council or committee to address these issues, UVMMC and the Union~~ will meet to set up the parameters for a unit/department staffing~~such a~~ council or committee. If either party determines the number of active staffing committees is creating workload challenges that impair the effective operation of one or more committees, the parties will meet and confer in good faith regarding appropriate workload-management strategies, including limiting the number of active committees, prioritizing the work of certain committees, staggering meeting schedules, or other mutually agreed-upon approaches.

Staffing councils or committees established pursuant to this Section shall have the authority, by consensus of the council or committee, to create or amend staffing guidelines for any specific department or cost center with bargaining unit members that are not subject to the Unit Staffing Collaborative ("USC") process. Any staffing guidelines created or amended pursuant to this Section shall be based on objective criteria, including but not limited to:

- Credentialed or other valid benchmarking on staffing, if available;
- Staffing based on patient volumes;
- Changes in service delivery;
- Facility considerations;
- Quality and patient safety considerations; and
- Other internal or external operational, strategic, financial, or resource-related circumstances that affect staffing needs.

Staffing guidelines must be approved by both the Union President and appropriate UVMMC executive leadership for the department or cost center. Approved staffing guidelines shall be subject to amendment when changes within a department or cost center necessitate modifications. The approval or amendment of staffing guidelines shall not be unreasonably withheld, conditioned, or delayed by either party. Compliance with the staffing guidelines is subject to the grievance and arbitration procedure, except the parties agree to participate in non-binding mediation before proceeding to arbitration. The parties agree staffing guidelines will not restrict UVMMC's ability to make daily staffing adjustments to the extent permitted by this Agreement.

The Staffing Committee established by the July 10, 2003 Collective Bargaining Agreement with VFNHP nurses shall be enlarged to include two (2) representatives from this bargaining unit and UVMMC may select up to two (2) additional

administrators. The Staffing committee will make recommendations to the CNO and the Union presidents, as it deems necessary. Staffing Committee members will be paid for all time spent in Staffing Committee meetings.

UVMMC shall continue to work with the Union to ensure that written policies, procedures and protocols affecting staffing are reviewed with the Union and are readily available to bargaining unit employees.

Moreover, the parties acknowledge various cost centers have existing Unit Staffing Collaborative (USC) committees, agreed to between the VFNHP and UVMMC. For any USC committee that addresses staffing considerations related to members of this bargaining unit, the Union may select up to two (2) additional representatives for that committee and UVMMC may select up to one (1) additional administrator. To the same extent permitted by contracts between the VFNHP and UVMMC, compliance with an agreed-upon USC Project plan with respect to Support Staff positions is subject to Article 43, Grievance & Arbitration, except that the parties agree to participate in non-binding mediation before proceeding to arbitration.

TA for SSU

10/4/2024

Article 24 – Resource and ~~LNA~~ Floating

A. Resource

1. Bargaining unit employees from the Resource Department or Ambulatory Resource Pool will take a full patient assignment where qualified and assigned.

2. Compensation: All bargaining unit employees who are employed in the Resource Department or Ambulatory Resource Pool will be paid the differential set forth in the Article on differentials.

3. Resource Department and Ambulatory Resource Pool bargaining unit employees will have the ability to receive orientation and training in units, departments, and clinics that utilize their services.

B. LNA ~~Reassignment and~~ Floating

Bargaining unit employees in the position of Licensed Nurse Assistant (LNA) or Unit Secretary/LNA will not be involuntarily floated to a cost center outside of their home cost center. If a LNA or Unit Secretary/LNA voluntarily agrees to float to a cost center outside of their home cost center, the employee will receive the float differential set forth in the Article on differentials if they work at least four (4) consecutive hours in the other cost center.

Employees may voluntarily designate one or more cost centers to which they are always willing to float. These designations will be submitted in writing to the immediate supervisor via a Preference Card form. Employees who make such a designation may be scheduled to float to their designated cost center(s) without being asked to consent to each individual float assignment. UVMMC will first float those employees who have made such a designation on a rotating seniority basis prior to seeking other volunteers. An employee may revoke or modify their designation by providing at least four (4) weeks' notice to their leader.

Designation for floating or volunteering to float to another cost center requires that the employee have the qualifications, proper training and current orientation, including competencies, to perform the duties of that cost center. If an employee requests training and orientation in an additional cost center for the purpose of expanding their floating opportunities, such request will not be unreasonably denied.

This Section does not apply to bargaining unit employees from the Resource Department or Ambulatory Resource Pool.

C. Medical Assistant Floating

If a Medical Assistant is floated within 24 hours of the start of the shift or during their shift, to a cost center in a different department at a work location other than the work location of their home cost center; where the employee takes a full patient assignment as established in the cost center and role they are floated to, the employee will receive the Floating differential set forth in the Article on Differentials if they work at least four (4) consecutive hours in the other cost center.

~~Bargaining unit employees in the position of Licensed Nurse Assistant (LNA) or Unit Secretary/LNA will not be involuntarily reassigned to a cost center outside of the grouping set forth below that includes their home cost center. If a LNA or Unit Secretary/LNA is involuntarily reassigned to a cost center inside their below grouping, the employee will receive the reassignment differential set forth in the Article on differentials for all hours worked during the reassignment. If a LNA or Unit Secretary/LNA voluntarily agrees to a reassignment in a cost center outside of their below grouping, this will be considered floating and the employee will receive the float differential set forth in the Article on differentials for all hours worked during the float assignment. This Section does not apply to bargaining~~

~~unit employees from the Resource Department or Ambulatory Resource Pool.~~

~~For the purposes of this Section, the cost center groupings are defined as follows:~~
~~Cardiology:~~
~~Miller 3 (1444)~~
~~Miller 4 (1405)~~
~~Critical Care:~~
~~MICU (1403)~~
~~SICU (2214)~~
~~Medicine:~~
~~Baird 3 (1451)~~
~~Baird 4 (1404) McClure 6 (1453)~~
~~Miller 5 (2301)~~
~~Surgical/Trauma:~~
~~McClure 5 (1501)~~
~~Baird 6 (2215)~~
~~Miller 6 (2103)~~
~~Rehab~~
~~Inpatient Rehab (2102)~~
~~Maternal/Child:~~
~~Birthing Center (2015)~~
~~NICU (1808)~~
~~Baird 5 (1809)~~
~~Baird 7 (2014)~~
~~Mental Health/ED:~~
~~Inpatient Psychiatry (1600)~~
~~ED (1053)~~

Chastea Brady
Shannon Lawrence
10/4/2024

Article 25 – Wages

~~A. Initial Wage Adjustment and Step Placement~~

~~a. Effective with the first full payroll period that starts at least 30 business days after ratification of this agreement, the current hourly rate for bargaining unit employees shall increase by the percentage amount identified for their position in the step scale table attached as Appendix B, and the employee shall be placed on the step which is closest to their new rate of pay without any decrease.~~

~~b. Using the new hire criteria set forth in Section C., if initial step placement places a bargaining unit employee below the step corresponding with their total years of experience, the employee shall be placed on the correct step.~~

~~1. The Union agrees it is responsible for initiating the step correction process by, within two (2) months after ratification of this agreement, providing the Labor Relations Manager, or their designee, a full list of all bargaining unit employees seeking step correction and a copy of each listed employee's résumé. The list will contain both the bargaining unit employee's step as assigned in Section A. (a.) and the new step sought under Section A. (b.).~~

~~2. If the number of bargaining unit employees seeking a step adjustment is 500 or less, UVMMC agrees to complete their review and initiate step corrections on a pay period start date that is no later than two (2) months from the date the union's list is received.~~

~~3. If the number of bargaining unit employees seeking a step adjustment between 501 and 1000, UVMMC agrees to complete their review and initiate step corrections on a pay period start date that is no later than four (4) months from the date the union's list is received.~~

~~4. If the number of bargaining unit employees seeking a step adjustment is more than 1000, UVMMC agrees to complete their review and initiate step corrections on a pay period start date that is no later than six (6) months from the date the union's list is received.~~

~~5. Both UVMMC and the union agree that if either party requests an extension to complete their respective work, such requests will not be unreasonably denied.~~

~~B.~~A. Annual Pay Increases for Fiscal Years 2025~~7~~ and 2028~~6~~

a. Effective retroactively to~~with~~ the first full payroll period in FY2027~~5~~, all employees on pay grades W01 and W02 will receive a 0.5% wage increase, and then the hourly rate for all bargaining unit employees shall increase by 3.5% (including a ~~3~~1.5% wage increase and eligibility for a step increase of 2%).

b. Effective with the first full payroll period in FY2028~~6~~, the hourly rate for all bargaining unit employees shall increase by 3.5% (including a ~~3~~1.5% wage increase and eligibility for a step increase of 2%).

c. In any fiscal year, all bargaining unit employees who are not eligible for a step increase because they have reached the maximum step will get a lump sum bonus equal to two percent (2%) of the employee's total compensation for the prior fiscal year, payable in the first full payroll period of October.

~~C.~~B. Step Placement for New Hires (external and from internal, non-bargaining unit positions) (effective after this agreement is signed)

Newly hired bargaining unit employees will be placed on an appropriate step based on their years of experience (as calculated below).

For purposes of calculating years of experience, the following shall be used:

a. Criteria:

1. Each step equals one year of experience

2. Step 1 = < 1 year experience, Step 2 = 1 year experience, Step 3 = 2 years, etc.

3. Criteria Definitions:

1. All work experience in a position that is the same as the position at UVMMC will count towards experience crediting, including all work experience in a position that requires the same or higher level certification.

2. Except as otherwise provided herein, each year of work experience that is not the same but is relevant in clinical content, technical content, or operational content as reasonably determined by management will receive 50% credit.

3. All work experience at UVMMC that is neither the same as nor relevant to the position at UVMMC will receive 25% credit.

4. Experience credit is determined by adding up all the years and months of experience, provided that such work consisted of an average of at least 20 scheduled hours per week.

5. Any time less than six months is rounded down, and time equal to or over six months is rounded up. Previous step or salary is not a consideration to step placement.

6. An individual rehired who has been gone from the organization for more than twelve (12) months will be considered a new hire unless they are recalled from a layoff.

~~D.~~C. Step Placement for Different Positions within the Bargaining Unit

If a bargaining unit employee moves to a different position or pay range within the bargaining unit that is within the same career ladder, the employee will be placed in the new range based on the same step they maintained in the lower range.

If a bargaining unit employee moves to a different position or pay range within the bargaining unit that is not within the same career ladder, the employee will be placed on an appropriate step as determined by the new hire provisions in Section C above. If this causes the employee to lose pay, UVMMC may, in its discretion, place the employee on the higher step.

~~E.~~D. Career Ladders

At the request of either the Union or UVMMC, the parties shall meet to negotiate the components of specific career ladders in any specific department or cost center within the bargaining unit.

~~F.~~E. During the term of this agreement, if a bargaining unit employee believes an employee newly hired into the same bargaining unit position has fewer or the same years of experience but is placed at a higher step, the existing employee may request that UVMMC review the situation. Upon such request, UVMMC agrees to review the situation and make adjustments to the existing employee's step placement, if it determines that such adjustments are necessary.

TA for SSU

Chetta Brady
Shannon Lawrence
10/10/2024

Article 26 – Differentials

A. Hourly bargaining unit employees will receive differential pay in addition to their base rate for all hours worked on evening, night, or weekend shifts.

Shift Definitions:

1. Evenings

All worked hours between 3:00 p.m. and 11:00 p.m., if the bargaining unit employee clocks in between 3:00 p.m. and 11:00 p.m., or if the bargaining unit employee clocks in before 3:00 p.m. and works at least four hours between 3:00 p.m. and 11:00 p.m. Effective within sixty (60) days of ratification of this Agreement, ~~B~~bargaining unit employees ~~in pay grades **[1] and [2]** will be paid an hourly differential of two dollars and thirty cents ($2.30). Bargaining unit employees in pay grades **[3]** and above~~ will be paid an hourly differential of two dollars and seventy-five cents ($2.75).

2. Nights

All worked hours between 11:00 p.m. and 7:00 a.m., if the bargaining unit employee clocks in between 11:00 p.m. and 7:00 a.m., or if the bargaining unit employee clocks in before 11:00 p.m. and works at least four hours between 11:00 p.m. and 7:00 a.m. Effective within sixty (60) days of ratification of this Agreement, ~~B~~bargaining unit employees ~~in pay grades **[1] and [2]** will be paid an hourly differential of five dollars ($5.00). Bargaining unit employees in pay grades **[3]** and above~~ will be paid an hourly differential of six dollars and fifty cents ($6.50). The appropriate night differential will continue to be paid for hours beyond 7:00 a.m.

3. Weekends

All worked hours between the beginning of the night shift (11:00 p.m.) on Friday and the conclusion of the evening shift (11:00 p.m.) on Sunday. Effective within sixty (60) days of ratification of this Agreement, b~~B~~argaining unit employees ~~in pay grades **[1] and [2]** will be paid an hourly differential of two dollars and seventy-five cents ($2.75). Bargaining unit employees in pay grades **[3]** and above~~ will be paid an hourly differential of three dollars and fifty cents ($3.50).

4. Per Diem

When working as a per diem, effective within sixty (60) days of ratification of this Agreement, bargaining unit employees ~~in pay grades **[1] and [2]** will be paid an hourly differential of one dollar and fifty cents ($1.50). Bargaining unit employees in pay grades **[3]** and above~~ will be paid an hourly differential two dollars ($2.00).

5. Resource Department

Effective within sixty (60) days of ratification of this Agreement, ~~A~~all bargaining unit employees within the Resource Department will be paid an hourly differential of ~~two dollars and fifty-five ($2.55) if in pay grades **[1]** and **[2]** and~~ three dollars ($3.00) ~~if in pay grades **[3]** and above~~ for all hours worked.

6. Floating ~~and Reassignment~~ Differential

All eligible bargaining unit employees who make a commitment to volunteer to float pursuant to the Article on Resource and Floating will be paid an hourly floating differential of two dollars ($2.00) for all hours worked while floating. ~~All eligible bargaining unit employees who are reassigned pursuant to the Article on Resource and Floating will be paid an hourly reassignment differential of two dollars ($2.00) for all hours worked while reassigned.~~

7. Preceptor Differential

~~Effective 2024,~~ UVMMC shall pay a differential to a bargaining unit employee assigned by UVMMC to act as the assigned preceptor for a new department employee from this bargaining unit during that employee's orientation period or for contracted staff. The differential shall be two dollars ($2.00) per hour for all hours worked while performing this role. UVMMC will select preceptors based on skill and ability. Employees may be required to attend preceptor training in order to qualify for preceptor pay. If at the time of ratifying this Agreement any bargaining unit employee's job description expressly includes a primary duty of acting as a preceptor or educator, they will be ineligible for the preceptor differential.

8. Temporary Assignment Bonus

Any per diem or part-time employee who agrees to a full-time or part-time temporary assignment for a limited, pre-determined, pre-scheduled duration of at least eight (8) weeks will receive a lump sum bonus at the conclusion of the temporary assignment. For a temporary assignment of 72 hours/pay period or greater, the lump sum bonus will equal $300 per pay period. For a temporary assignment of less than 72 hours/pay period, the lump sum bonus will be prorated to reflect the additional hours assigned to the employee. To receive the lump sum bonus, the employee must not miss more than three (3) scheduled days during the assignment. Cost center seniority shall determine selection among qualified applicants for temporary assignments. Hours worked by per diem employees during a temporary assignment will still count as per diem hours under the provisions of the Per Diem Article.

9. End of the Day in Ambulatory Clinics and non-24/7 Procedural Areas

When a bargaining unit employee in an ambulatory clinic or a non-24/7 procedural area is required to work past their regularly scheduled shift for a direct patient care issue that requires the scope and skill of the bargaining unit employee, which cannot reasonably be reassigned, the bargaining unit employee will be paid a differential that is 100% of their base hourly rate for all hours worked past their scheduled shift.

10. Other Differentials

To the extent there is a past practice of paying any other differentials that were not discussed in any way during negotiations, UVMMC will pay bargaining unit employees such differential consistent with past practice.

10/6/2024

Article 27 – On-Call / Call-In

A. An hourly bargaining unit employee who is designated as on-call receives the on-call stipend and call-in premium when the policy guidelines are met. Pagers will be made available to bargaining unit employees designated as on-call ~~and is~~if pagers are the preferred mode of contact. To receive the on-call stipend and call-in premium compensation, an hourly bargaining unit employee must:

1. Be employed in a department with an approved on-call program;

2. Be officially designated as on-call;

3. Be reachable by telephone or page during the assigned on-call period;

4. Restrict personal travel to permit immediate availability;

5. Respond by phone with ten (10) minutes when notified by pager;

6. Arrive within thirty (30) minutes after received the call unless the department specifies a different timeframe on its On-Call Management Plan.

B. On-Call Stipend

1. Compensation in the form of a stipend will be paid for the entire on-call period at six dollars ($6.00) per hour. The stipend will be paid even when a bargaining unit employee is called in to the work site.

   Bargaining unit employees who are on call for at least one hundred fifty hours in a calendar quarter will be paid a premium of an additional three dollars ($3.00) per hour, to be paid in the first full pay period following the end of the quarter.

2. If a bargaining unit employee who is scheduled to be on-call is asked to remain at work immediately following their regular shift, they will be compensated at a rate equal to one and a half (1 ½) times the bargaining unit employees base hourly rate and the on-call stipend will be paid. The time will be considered "Called In-On-Call." It will not be counted as overtime compensation, but the hours will count towards eligibility for overtime compensation. In this situation, the bargaining unit employee will not receive any travel time, and there is no two hour minimum.

3. Bargaining unit employees who fail to meet any of the requirements of section A above will not be compensated for the assigned period of on-call and may be subject to disciplinary action.

4. Preference for on-call shifts will be given to bargaining unit employees over contracted staff.

C. Call-In Premium

When a bargaining unit employee is called to the work site to perform required procedures, compensation in the form of a premium rate will be paid under the following guidelines:

1. A bargaining unit employee will receive call-in premium pay equal to one and one half (1.5) times the bargaining unit employee's base hourly rate for a minimum of two (2) hours to a maximum of actual hours worked.

2. If a bargaining unit employee is called in prior to the start of their regular shift both the on-call stipend and premium pay will cease at the start of the bargaining unit employee's regular shift.

3. If a bargaining unit employee is on call for a scheduled holiday, CTO may be used for that scheduled shift. CTO hours will not be used for any hours that the bargaining unit employee is called in to work.

4. Bargaining unit employees called in are eligible for applicable differentials without application of the four hour minimum requirement.

D. Travel Time

There will be a one-half (1/2) hour credit for travel time for each call-in occurrence. This credit is added to the actual on-call hours worked for each occurrence to establish the total on-call paid hours. If the actual hours worked plus the one-half (1/2) hour travel credit is less than two (2) hours, only the two (2) hour minimum will be paid.

E. Rest Period

1. A ten (10) hour time lapse will be scheduled between shifts.

2. A less than ten (10) hour time lapse between shifts requires consent of the bargaining unit employee.

3. Whenever possible, call may not be scheduled directly after or immediately before a bargaining unit employee's scheduled shift.

F. Called-In, Not On-Call

During an on-call period, additional staff may be needed to augment the on-call staff already called-in to the facility. A predetermined list of employees who are willing to come in on short notice can be established for this purpose. This list will be maintained for the critical need identified in the approved On-Call Management Plan only. It is not intended to compensate employees for routine staffing needs. The employees on the approved list will not be restricted in their movements, nor will they carry a pager. Employees who are called from the list and come in on short notice while not on-call will receive hourly pay equivalent to twice their hourly rate for a minimum of two (2) hours, travel pay as outlined above, and all applicable differentials. Bargaining unit employees will be expected to remain working on site for the entire two (2) hour period.

TA for SSU

10/6/2024

Article 28 – Holiday Pay

In the event that an hourly bargaining unit employee is required to work on any of the following holidays, they will be paid a premium rate of one and one-half (1 1/2) times their regular hourly rate.

A. Hourly bargaining unit employees shall be entitled to premium pay if required to work on any of the following holidays:

January 1 (New Year's Day)

Memorial Day (National)

July 4 (Independence Day)

Labor Day

Thanksgiving Day

December 24

December 25 (Christmas Day)

If UVMMC incorporates additional ~~amends this list of~~ holidays on an organization-wide basis, the amended list~~, including any additional holidays,~~ will be considered incorporated into this Agreement.

B. Floating Holiday Time Off

UVMMC further honors and respects that its employees represent diverse communities that do not all celebrate the same holidays. In recognition of this, effective 2024 and on January 1 in each calendar year thereafter, all current full-time bargaining unit employees will receive eight (8) hours of Floating Holiday Time Off and all part-time employees will receive an amount of hours prorated to their FTE status.

Floating Holiday Time Off may be applied to one (1) floating holiday each year which must take place on a date different than the dates of the above-listed holidays. Floating Holiday Time Off may only be used for scheduled time off and must be requested in accordance with the CTO scheduling practices of the employee's cost center. Employees may not use Floating Holiday Time Off for unscheduled time off or low census. Floating Holiday Time Off will be forfeited if not used by December 31.

If an employee is approved for Floating Holiday Time Off and, due to unavoidable hardship is required to work on the day scheduled for Floating Holiday Time Off, the employee will be paid a premium rate of one and one-half (1 1/2) times their regular hourly rate.

Floating Holiday Time Off will be paid at the employee's base hourly rate. Floating Holiday Time Off will not be paid out at separation from employment, cannot be cashed in or sold like CTO, and will not otherwise be treated as CTO. Employees also will not accrue CTO on Floating Holiday Time Off. Floating Holiday Time Off is not 403(b)-eligible and neither the employee nor UVMMC will make retirement contributions on these earnings.

B. Departments are responsible for ensuring patient care needs are met. Thus, when possible, bargaining unit employee preference will be taken into account when granting time off during holidays. (See Article on Scheduling for

more information).

C. Holiday premium pay will be paid for all worked hours between 11:00 pm on the day preceding the holiday through 11:30 p.m. on the day of the holiday. New Year's Day is an exception, with premium pay being paid for all worked hours between 7:00 p.m. on the day preceding the holiday through 7:30 p.m. on the day of the holiday. December 24th and December 25th are also an exception, with premium pay being paid for all hours worked beginning December 24th at 7:00 a.m. through December 26th at 7:30 a.m.

D. There will be no pyramiding of overtime pay.

10/6/2024

Article 29 – Bereavement Leave

Bereavement leave is offered to provide paid time off from work for a death in the family.

All full-time and part-time bargaining unit employees will be granted paid Bereavement Leave of up to three (3) scheduled workdays if there has been a death in the immediate family.

Immediate family is defined as spouse or partner, parent, step-parent, children, stepchildren, sibling, step-sibling, grandparent, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, and corresponding relatives of a partner, or any other relative or co-habitant ~~(designated in advance of death)~~ who was a member of the employee's household. For purposes of this section only, a "partner" is an individual, regardless of gender or gender identity, with whom the employee resides and shares an emotional commitment and common necessities of life, or to whom the employee is engaged to be married.

Up to three (3) scheduled workdays of paid Bereavement Leave may also be granted at the discretion of the manager for the death of other close family members not listed in this Article.

If time beyond the paid Bereavement Leave provided in this Article is needed, including for related religious or cultural observances, the bargaining unit employee can request additional time using scheduled CTO or excused unpaid time off.

A death in a family or of a close friend can be a stressful, emotional time for the bargaining unit employee. Requests for time off under this section shall not be unreasonably denied.

Joint Labor Management trainings shall include education on this article.

TA for SSU

Slumman Lawrence
10/6/2024

Article 31 – Certification

A. Certifications

1. Expenses are not reimbursable by UVMMC for certifications and recertifications required by law for any position. Expenses are the responsibility of the bargaining unit employee.

2. Expenses will be paid by UVMMC for all certifications and recertifications required by UVMMC (and not covered under Section A.1 above).

3. Expenses may be reimbursed according to Section C.2 below for certifications and recertifications providing professional enhancement (and not covered under Sections A.1 or A.2 above). The certification must be in the employee's current practice area and approved by UVMMC. ~~the employee's supervisor/manager as a professionally recognized exam.~~UVMMC acknowledges it changed its platform for certification reimbursement under this Section in 2026, that this change was intended to expand existing certification opportunities, and UVMMC commits that certifications regularly eligible for reimbursement under the collective bargaining agreement preceding this Agreement will continue to be eligible for reimbursement.

4. Expenses for any certification fees or costs incurred prior to the date of hire will not be reimbursed by UVMMC for new bargaining unit employees.

B. Eligibility

1. UVMMC will pay for certification and recertification costs covered under Section A.2 above for full-time, part-time and per diem bargaining unit employees following successful completion of the probationary period.

2. UVMMC will reimburse for approved certification and recertification costs (including, but not limited to, exam fees) covered under Section A.3 above for full-time, part-time and per diem bargaining unit employees after six (6) months of employment.

C. Procedures for Reimbursement

1. For certifications covered under Section A.2, the bargaining unit employee's manager/ supervisor will coordinate with the bargaining unit employee for documentation as to the cost of the exam or re-certification. UVMMC will cover the cost of the exam fee through the employee's cost center budget. Reimbursement will be limited to two (2) exam fees for each required certification.

2. For certifications covered by Section A.3, ~~the bargaining unit employee must obtain manager/supervisor approval for the exam cost. The employee must submit an approved tuition/certification application and a copy of the certificate and~~

~~documentation as to the cost of the exam or re-certification to Organizational Development for reimbursement (a courtesy copy must also be given to the bargaining unit employee's supervisor/manager).~~UVMMC will reimburse employees upon submission of proof of payment and application approval. All paperwork must be submitted in the same ~~fiscal~~ calendar year in which the exam was taken, prior to the year-end cutoff date determined by UVMMC. Employees may submit for reimbursement in the following calendar year, and reimbursement will be counted against the employee's reimbursement allotment for that year.

a. Reimbursement is limited to $500 per bargaining unit employee per ~~fiscal~~calendar year. ~~Per diem bargaining unit employees will be reimbursed on a pro-rated basis, determined by the bargaining unit employee's paid hours during the preceding 12 months prior to the exam date.~~ This amount includes certification exam costs and re-certification fees, review courses, study materials/books and CEUs, including online CEUs, so long as these items are directly related to certification or recertification.

b. A bargaining unit employee may have multiple certification exams reimbursed if they are in the employee's current practice area and meet all eligibility requirements up to the maximum allowed for an individual reimbursement amount in the ~~fiscal~~ calendar year.

D. Off-Site Work On Mandatories

a. With prior approval for scheduled time from their manager, bargaining unit employees may complete mandatories off-site and such scheduled time will be paid.

10/6/2024

Article 32 – Educational ~~Reimbursement~~Assistance

A. Tuition assistance is available to assist bargaining unit employees in their efforts to increase their effectiveness in their current jobs or help them establish eligibility for additional responsibility for positions at UVMMC while helping defray the costs of higher education.

B. Eligibility:

1. Full and part time bargaining unit employees are eligible for tuition ~~reimbursement~~ assistance after six (6) months of service.

2. Bargaining unit employees are eligible to receive standard tuition ~~reimbursement~~ assistance of three thousand two hundred dollars ($3,200.00) per ~~fiscal~~ calendar year upon meeting procedural criteria (see "procedures" below). ~~Reimbursement for part time bargaining unit employees is pro-rated based on paid hours from the preceding twelve (12) months prior to the approval date.~~Standard assistance for part time bargaining unit employees with a committed hours status of 0.5 FTE or higher shall receive eighty percent (80%) of tuition assistance. Reimbursement for part time bargaining unit employees with a committed hours status of less than 0.5 FTE shall receive 48% tuition assistance.

3. Bargaining unit employees who have been employed for more than five (5) years are eligible for additional tuition ~~reimbursement~~assistance up to one thousand eight hundred dollars ($1,800.00) per ~~fiscal~~ calendar year. Assistance for part time bargaining unit employees with a committed hours status of 0.5 FTE or higher shall receive eighty percent (80%) of tuition assistance. Reimbursement for part time bargaining unit ~~employees~~ employees with a committed hours status of less than 0.5 FTE shall receive 48% tuition assistance. ~~is pro-rated based on paid hours from the preceding twelve (12) months prior to the approval date.~~

4. Registration, lab fees, books or other ~~fees associated with the course(s) tuition or enrollment~~eligible expenses under an IRS-Section 127 educational assistance plan are covered under this policy. ~~if they are itemized on an invoice from the accredited institution's business office. Books are not covered under this policy.~~

C. Course Criteria:

~~1. Course(s) only at an accredited post-secondary institution:~~

~~a. Job-related courses for which credit is accrued as a non-matriculating student. This must be accompanied by detailed justification from the manager/supervisor as to how the course will enhance their skills in their~~

~~current position.~~

~~b. Courses that are required to attain an Associates, Bachelor's, Master's or Doctoral level degree or Certificate Programs which earn college credit.~~

~~i) matriculating students must provide proof of degree enrollment with their application;~~

~~ii) non-matriculating students may receive coverage for up to 6 courses until they are formally enrolled in a program. The courses must be required for the degree;~~

~~iii) matriculating students are encouraged to enroll in elective courses that are job-related.~~

~~2. College Level Examination Program (CLEP) offering credits may be approved. Each exam may count as one course.~~

~~3. An organizationally sanctioned study program that prepares a bargaining unit employee for national or state recognized certification/licensure exams in their current discipline. The Director of the bargaining unit's Department must approve the program.~~

~~4. Workshops, seminars and programs with CEU's attached are not reimbursable under the tuition policy.~~

~~5. Courses must:~~

~~i) maintain or improve the employee's skills in their present position;~~

~~ii) directly relate to the attainment of another position in the department to which the employee may reasonably aspire; or~~

~~i) provide requisite training for the employee to reasonably expect promotion or transfer to another department or type of work to the end that the employee and UVMMC may mutually benefit.~~

1. Tuition assistance may be applied to either pre-approved courses made available directly through UVMMC's online platform, or through tuition reimbursement for accredited programs in approved fields of study.

2. Programs eligible for tuition reimbursement will either be paid through reimbursement to the employee with proof of payment and application, or by UVMMC directly paying specific academic institutions with which it has an established direct pay relationship.

3. UVMMC acknowledges it changed its educational assistance platform in 2026,

that this change was intended to expand existing opportunities for educational assistance, and UVMMC commits that courses regularly eligible for assistance under the collective bargaining agreement preceding this Agreement will continue to be eligible for educational assistance.

1.

D. Application Procedures:

1. Applications must be originated by the bargaining unit employee prior to the course start date. ~~and the bargaining unit employee must obtain practice supervisor/manager signature approval and Director level signature approval prior to submitting the form to Organizational Development (OD).~~

2. Notification of approval will occur within two (2) weeks of receipt of ~~all required paperwork.~~ the application.

~~2.~~3. For reimbursement, applications must be originated by the bargaining unit employee no later than thirty (30) days after term start.

E. Course Completion/Reimbursement Procedures:

1. A cumulative grade point average (GPA) of 2.0 ~~"C" or better and/or "Pass"~~ for undergraduates is required for reimbursement.

2. A cumulative grade point average (GPA) of ~~"B" or better and/or "Pass"~~3.0 for graduate courses is required for reimbursement.

~~3.~~ Reimbursement is on a ~~fiscal~~ calendar year basis (~~October~~ January 1st - ~~September 30th~~December 31st). Reimbursement requests with required documentation may be submitted as early as fourteen (14) days post term start and no later than ninety (90) days after term end. For taxation purposes, reimbursement requests must be received by the year-end cutoff date in or around early December determined by UVMMC~~Grades must be received in OD prior to September 25th~~ in order to receive reimbursement in that calendar year. ~~Requests for extension of the September 25 deadline, which are due to reasons~~

3. ~~beyond the control of the bargaining unit employee, will not be unreasonably denied.~~ Tuition reimbursements will not be carried over from one ~~fiscal~~ calendar year to another. Employees may submit for reimbursement in the following calendar year, and reimbursement will be counted against the employee's reimbursement allotment for that year.

F. Compensation for Training and Education:

a. Any hourly paid bargaining unit employee required by UVMMC to participate in or attend training or educational programs which are held at times other than

during a bargaining unit employee's scheduled work hours shall be paid the applicable hourly rate of pay.

G. Career Advancement Programs

Should UVMMC initiate a new program for career advancement (e.g., Pathway program, paid study, apprenticeship, etc.), the parties agree to meet as soon as practicable to bargain the effects of the program.

TA for SSU

Chelsea Brady
Shannon Lawrence
10/16/2024

Article 33 – Flexible Benefits

A. UVMMC will provide a flexible benefit plan in accordance with Section 125 of the Internal Revenue Code. Benefit plan descriptions specifically detailing each plan's provisions shall be available to bargaining unit employees. All plan provisions are subject to change, provided that such changes are uniformly applied to all UVMMC employees participating in the changed plan. UVMMC will meet and confer with the Union at least sixty (60) days prior to the implementation of any changes to plan provisions. For annual plan changes taking place on January 1 of each calendar year, UVMMC will agree to provide notice of the changes, and to meet and confer with the unions by September 1 of the prior calendar year, or as soon as practicable thereafter, but no later than October 1. If by September 1st changes are not finalized, UVMMC shall notify the Union of possible plan changes without specifics by September 1st.

UVMMC will not raise contribution rates above amounts specified in Section D and E of this Article during the term of this Agreement. Any benefit improvements provided to other UVMMC employees during the term of this Agreement will be provided to bargaining unit employees.

The Union shall have access to all plan cost information, including but not limited to administrative cost factors and out-of-pocket costs paid by bargaining unit employees (e.g. employee payment for claims filed but not paid, employee payments for deductibles and employee co-payments). UVMMC and Union representatives will meet upon request of either party to discuss medical and dental care cost changes before bargaining unit employee benefit payment rates are established for each calendar year.

B. Group medical, dental and vision plans are available to all full-time and part-time bargaining unit employees who are authorized to work at least 40 hours per pay period.

C. Dependents eligible for coverage under the medical, dental and vision plans include the bargaining unit employee's lawful spouse and dependent children, including legally adopted children, stepchildren and any child placed in the employee's home for legal adoption or guardianship. Dependent children must be:

   a. Under age 26, or

   b. Age 26 or over and incapable of self-support because of a mental or physical disability that existed before the child reached age 26.

D. Group Medical
UVMMC and the bargaining unit employee will contribute to the full cost of medical coverage plans according to the following schedule:

Employment Status	UVMMC Pays	Employee Pays
Full-Time (72-80 hours)	80%	20%
Part-Time 1 (60-71 hours)	70%	30%
Part-Time 2 (40-59 hours)	60%	40%

E. Group Dental

UVMMC and the bargaining unit employee will contribute to the full cost of the dental coverage plan according to the following schedule:

Employment Status	UVMMC Pays	Employee Pays
Full-Time (72-80 hours)	75%	25%
Part-Time 1 (60-71 hours)	65%	35%
Part-Time 2 (40-59 hours)	25%	75%

F. Group Vision

The vision plan is fully paid for by the bargaining unit employee. UVMMC does not contribute to the full cost of the employee's vision coverage.

G. Health Care Flexible Spending Accounts and Dependent Care Flexible Spending ~~Reimbursement~~ Accounts

All full-time and part-time bargaining unit employees who are authorized to work at least forty (40) hours per pay period are eligible to participate in both accounts.

H. Basic Life Insurance

All full-time and part-time bargaining unit employees who are authorized to work at least forty (40) hours per pay period are eligible to receive basic life insurance in the amount of two times (2x) annual base salary paid for by UVMMC. This is a core benefit and is fully paid for by UVMMC. ~~The parties acknowledge that at the time of ratifying this agreement, the basic life insurance plan in place for all UVMMC employees includes a reduction in coverage to 65% at the age of 70 and 50% at the age of 75.~~

I. Optional Life Insurance and Voluntary Benefit Programs

All full-time and part-time bargaining unit employees who are authorized to work at least forty (40) hours per pay period have the option to purchase additional life insurance, as well as other voluntary benefit offerings at their own expense. The programs currently offered include but are not limited to:

- Optional Employee Life
- Spouse and child life insurance
- Critical illness insurance
- Voluntary accident insurance

Per IRS guidelines, all benefit elections must remain in effect for the full calendar year (January 1 through December 31) unless there is a qualified change in employment or family status that warrants a change to be made during the year. Examples of qualified status changes include, but are not limited to, marriage, divorce, birth or adoption of a child, change in full time to part time status or vice versa, spouse losing a job, etc.

In addition, the IRS requires all paperwork be completed and submitted to the Benefits Department within thirty-one (31) days of the effective date of coverage; otherwise the bargaining unit employees must wait until the next open enrollment period to enroll or make any changes to their current elections.

J. Short Term Disability Benefits

All full-time and part-time bargaining unit employees who are authorized to work at least forty (40) hours per pay period are eligible for Short Term Disability (STD) benefits paid for by UVMMC. The parties acknowledge that at the time of ratifying this agreement, all UVMMC full-time employees (72-80 hours) receive STD benefits after 6-months of employment and part-time employees (40-71 hours) receive STD benefits after 12-months of employment.

Moreover, UVMMC acknowledges that at the time of ratifying this agreement, STD benefits include, but are not limited to, up to six (6) weeks of birthing leave with pay to a birthing person in the event of vaginal birth, or up to eight (8) weeks in the event of a c section or birth with complications requiring additional leave. The six (6) or eight (8) weeks of leave provided through this benefit is the maximum amount of paid birthing leave per pregnancy. For example, an employee having twins will not receive twelve (12) weeks of paid birthing leave. Paid birthing leave shall run concurrently with any FMLA leave.

In addition to paid birthing leave provided through STD benefits, at any point within the two (2) weeks prior to a pregnant employee's due date, the employee may take ante partum leave. The employee may use CTO hours or unpaid time during any waiting period prior to the commencement of STD benefits.

K. Long Term Disability Benefits

All full-time and part-time bargaining unit employees who are authorized to work at least forty (40) hours per pay period receive a basic long term disability benefit equal to sixty percent (60%) of pay paid for by UVMMC. Bargaining unit employees may elect to purchase additional LTD coverage at their own expense. The parties acknowledge that at the time of ratifying this agreement, all full-time and part-time UVMMC employees receive LTD benefits on the first of the month following their date of hire.

L. Service Credits – UVMMC provides service credits as part of the flexible benefit plan to full-time and part-time bargaining unit employees who are authorized to work at least forty (40) hours per pay period, and who have worked for UVMMC ten (10) or more years. The amount of service credits will vary depending on an employee's length of service as of each year, as follows:

Years of Service	**Annual Benefit Dollars**		
	Full-Time (72 – 80 hours)	Part-Time (60 – 71 hours)	Part-Time (40 – 59 hours)

10 to 14	$200	$150	$100
15 to 19	$300	$225	$150
20 to 24	$400	$300	$200
25 or more	$500	$375	$250

M. Flex Time Off (FTO)

Annually, full-time bargaining unit employees receive additional paid time off called Flex Time Off (FTO). Eligible employees with less than ten (10) years of service receive eight (8) hours of FTO and employees with ten (10) or more years of service receive sixteen (16) hours of FTO.

FTO may be used as additional paid time off. FTO may be used for scheduled time off only, and cannot be used for unscheduled time off or low census.

Employees may also elect to sell FTO during open enrollment. If an employee sells FTO, their hourly rate as of January 1 will be multiplied by the hours sold and paid evenly as additional earnings over the course of the calendar year.

Any unused FTO in the last pay period of the year will not rollover to the next year. If an eligible employee moves to a part-time or per-diem status, any unused FTO will be forfeited.

N. Combined Time Off (CTO) Sell

Pursuant to the UVMMC policy on CTO, full-time and part-time bargaining unit employees may elect during open enrollment to sell up to a maximum of forty (40) hours of their accrued Combined Time Off (CTO) in eight (8) hour increments to help offset the cost of benefits.

O. CTO Cash-In Program

Pursuant to UVMMC policy on CTO, full-time and part-time bargaining unit employees are also eligible to make CTO Cash-In elections during open enrollment for the upcoming calendar year. The CTO Cash-In program provides the opportunity to convert unused and available CTO hours to cash paid out in the next calendar year and taxed at supplemental rates, per IRS regulations. The maximum number of CTO hours an employee can cash in is equal to their biweekly authorized hours.

~~**Side Letter – Health Insurance Affordability Concerns**~~

~~UVMMC acknowledges the affordability concerns surrounding the cost of health insurance offered through third-party carriers. UVMMC, along with its partners across the University of Vermont Health Network ("UVMHN"), has started to review various options to address affordability concerns. Given the complexities of potential changes to Network-wide benefits, UVMMC was unable to offer a proposal on this specific issue during negotiations for this Agreement. UVMMC will continue to review the feasibility of varied options to address affordability concerns, and will establish a joint committee of staff and management to meet on mutually agreeable dates and times, with the first meeting occurring no~~

~~later than three (3) months after ratification of this Agreement. Participation on the joint committee may include five (5) members selected by UVMMC, one (1) member selected by this bargaining unit, one (1) member selected by the technical bargaining unit, one (1) member selected by the nurses bargaining unit, one (1) member selected by the residents bargaining unit, and one (1) member representing non-bargaining unit staff.~~

Side Letter on GLP-1 Coverage

UVMMC acknowledges the unions' concerns regarding recent changes to coverage for GLP-1 medications when prescribed for weight loss purposes.

During the term of the Agreement, UVMMC agrees to continue reviewing options to address employee access to GLP-1 medications. Such review may include, but will not be limited to, assessing the feasibility of providing employees with limited funding through Health Savings Accounts (HSAs) or a similar mechanism for the purpose of obtaining GLP-1 medications available through the retail market.

Nothing in this side letter obligates UVMMC to implement any program, benefit, funding level, or coverage change. However, if UVMMC determines that a feasible option exists and wishes to pursue such an approach, it will provide at least sixty (60) days' notice to the Union of the proposal. Upon the Union's request, the parties will meet and engage in decisional bargaining regarding the proposed change.

10/6/2024

Article 35 – Combined Time Off

A. The Combined Time Off (CTO) program provides bargaining unit employees with paid time off consistent with their position and length of service and encourages flexibility in usage of paid time off through scheduled and unscheduled absences, as well as a cash-in provision.

All full-time, part-time and regularly scheduled special bargaining unit employees are eligible to accrue CTO hours.

1. Eligible bargaining unit employees will begin accruing CTO from the start of employment or the effective date of entering an eligible status.

2. Eligible bargaining unit employees accrue CTO each pay period on the basis of paid hours, including worked hours and CTO. The maximum number of paid hours on which CTO is accrued is eighty (80) hours per pay period.

3. CTO is not accrued on workers' compensation, CTO cash-in, Flex Time Off (FTO), Floating Holiday Time Off, short-term disability, long-term disability, leaves of absence or during an unpaid absence.

4. The accrual rates for eligible bargaining unit employees are based on length of continuous eligible service and position classification.

5. The maximum amount of CTO hours that can be accrued in a bargaining unit employee's CTO bank is one and one-half (1 1/2) times the individual bargaining unit employee's annual accrual. Once this amount is reached, no more CTO hours will be accrued until the CTO hours in the bank are below this maximum amount. The maximum allowed accrual is prorated for part-time bargaining unit employees based on their standard hours.

6. When a bargaining unit employee's authorized hours are reduced, their~~her/his~~ CTO bank will be compared to the new maximum CTO allowed. If the CTO hours bank is over the new maximum, the excess CTO hours plus two (2) pay periods' worth of CTO accrual hours (based on the new accrual rate) will automatically be cashed out to make the bargaining unit employee's CTO bank below the new maximum. This will allow the bargaining unit employee to continue to accrue CTO hours. This payment will be included in the next paycheck. This cash out does not affect the bargaining unit employee's eligibility for the CTO cash-in (see CTO Cash-in Section).

7. CTO accrual shall be as follows:

Annual CTO Accrual The University of Vermont Medical Center CTO Accrual Chart*					
Tier 1	Auth. Hours Per Pay Period	Estimated Accrual Pay Period	Estimated Accrual Annual-Day	Estimated Accrual Annual-Hourly	Maximum CTO Hours Allowed
	80	7.978	26	208	312
	75	7.479	24	194	291

208 CTO Accrual Plan	72	7.18	23	187	281
	64	6.382	21	166	249
	56	5.585	18	145	218
	48	4.787	16	124	186
	40	3.989	13	104	156
Non-exempt 0-5 yrs service	32	3.191	10	83	125
	24	2.393	8	62	93
	16	1.596	5	41	62
	8	0.798	3	21	32
Hourly Accrual Factor = **.099726**					

Tier 2	Auth. Hours Per Pay Period	Estimated Accrual Pay Period	Estimated Accrual Annual-Day	Estimated Accrual Annual-Hourly	Maximum CTO Hours Allowed
	80	9.512	31	248	372
	75	8.918	29	232	348
248 CTO Accrual Plan	72	8.561	28	223	335
	64	7.61	25	198	297
	56	6.659	22	173	260
	48	5.707	19	148	222
	40	4.756	15	124	186
Non-Exempt 5+/-10 yrs service	32	3.805	12	99	149
	24	2.854	9	74	111
Exempt 0-5 years of service	16	1.902	6	49	74
	8	0.951	3	25	38

Hourly Accrual Factor = **.118904**

	Auth. Hours Per Pay Period	Estimated Accrual Pay Period	Estimated Accrual Annual-Day	Estimated Accrual Annual-Hourly	Maximum CTO Hours Allowed
Tier 3 **288 CTO Accrual Plan** **Non-Exempt 10+ yrs service** **Exempt > 5 years of service**	80	11.047	36	288	432
	75	10.356	34	269	404
	72	9.942	32	258	387
	64	8.837	29	230	345
	56	7.733	25	201	302
	48	6.628	22	172	258
	40	5.523	18	144	216
Hourly Accrual Factor = **.138084**					

B. Use of Combined Time Off (CTO)

1. Paid Time Off for bargaining unit employees:

CTO will be used for scheduled absences including holidays, planned personal days and all unscheduled absences. CTO must be used to supplement a bargaining unit employee's worked hours so that the total paid hours in any pay period are equal to their ~~her/his~~ authorized hours, except in cases required by law. CTO hours may not be used to cover canceled extra shifts. If a bargaining unit employee has a scheduled absence due to union related work, the Union may request that they ~~she/he~~ get paid out of the union bank of hours instead of their ~~her/his~~ CTO bank. Such requests shall not be unreasonably denied.

2. Holidays:

CTO will be used when a bargaining unit employee's regularly scheduled workday falls on a UVMMC designated holiday. CTO is not used when a bargaining unit employee is not regularly scheduled to work the holiday. Each calendar year, bargaining unit employees may elect to take up to four (4) unpaid holiday days without using CTO.

3. New Bargaining Unit Employees:

Eligible bargaining unit employees will accrue CTO hours from the date of hire.

4. To the extent permitted by the prior employer in UVMH, if an employee transfers to the Employer from another position within the University of Vermont Health Network (UVMHN), they may carryover up to eighty (80) unused CTO hours from their previous position and will accrue CTO at a level that includes their consecutive time worked at another position within UVMHN.

Unless an employee is transferring to a new position in a different organization within UVMH, then upon termination an employee will be paid for all CTO remaining in their CTO bank at one hundred percent (100%) of its value, and in accordance with tax laws and IRS regulations. The value is calculated using the employee's base rate. If an employee transfers to a new UVMH position, to the extent permitted by the future employer in UVMH, they will carryover up to eighty (80) unused CTO hours and any hours in excess of eighty (80) will be paid to the employee pursuant to this section.

~~Upon termination a bargaining unit employee will be paid for all CTO remaining in their her/his CTO bank at one hundred percent (100%) of its value, and in accordance with tax laws and IRS regulations. The value is calculated using the bargaining unit employee's base rate.~~

5. For use of CTO time when bargaining unit employees are sent home during periods of low census, see Article 20A.

6. Payment of CTO when used for Sickness or Related Reasons: Effective as soon as practicable after ratification but not later than sixty (60) business days after ratification, when an employee takes CTO because of their own illness or injury, to care for a legally covered ill or injured family member, or for any other reason covered under the Vermont Earned Sick Time law, the employee may take CTO at their base rate plus any applicable shift differentials for the scheduled shift they miss, for up to forty (40) hours per calendar year. It is the employee's responsibility to inform their supervisor they are requesting CTO pursuant to this Section and UVMMC may require the employee provide reasonable proof their use of CTO under this Section is for an allowed purpose.

C. CTO Cash-In

Each year during the Open Enrollment period, a full or part-time bargaining unit employee can elect to cash-in accrued CTO hours during the following calendar year based on UVMMC's Combined Time Off (CTO) Cash-In Program. This program allows bargaining unit employees to cash in unused CTO hours based on the program parameters.

1. To elect CTO cash-in for the following calendar year the bargaining unit employee must make an election to do so during the Open Enrollment period. This election will include the cash-in date (selected from pre-established quarterly dates) on which the payment will be made.
2. In a calendar year, the bargaining unit employee may cash in no more than their biweekly authorized hours, (as indicated in the HR database on January 1).
3. The election is binding for the full calendar year and cannot be changed. The elected CTO hours will be deducted from the bargaining unit employee's accrued CTO bank January 1st, regardless of when the actual cash-in occurs. Any hours to be cashed in must be available on January 1.
4. In order to take advantage of this Cash-In feature, the bargaining unit employee must have a minimum of forty (40) hours of accrued CTO remaining in her/his bank after the elected and approved CTO hours have been deducted. In determining if the forty (40) hours minimum will be remaining in the bargaining unit employee's bank, the bargaining unit employee must take

into account any CTO sold through the FlexCare Benefit Program and any CTO hours taken during the holiday time at the end of each year.

5. The value of the bargaining unit employee's CTO hours will be set as of January 1st, regardless of when the actual cash in occurs.

6. If the bargaining unit employee terminates employment prior to receiving all the approved elected cash-in hours, the hours will be paid out in conjunction with the final paycheck.

D. If UVMMC improves the CTO benefits for employees in a ~~other~~ VFNHP bargaining unit~~s~~ or non-bargaining unit employees during the term of this Agreement, such improvements shall also be applied to the CTO benefits for bargaining unit employees.

E. Any employee is eligible to donate CTO or receive a donation, subject to UVMMC policy.

10/6/2024

Article 40 – Military Leave

A. Eligibility:
Consistent with UVMMC's applicable policies and as required by law, regular bargaining unit employees ordered to military/uniform duty will be granted a leave of absence for the period of service time, including a reasonable period between leaving their job and entering military service and a reasonable period between their release from service and their return to work.

B. Notification:
A bargaining unit employee with active reserve commitments must inform their manager of the anticipated period of service as early as it is known and not later than at the time they receive military orders. Bargaining unit employees must comply with the notification requirements in UVMMC's Leave of Absence for Military Service policy.

C. CTO:
A bargaining unit employee who has an annual reserve commitment and whose normal weekly pay exceeds the service pay will be offered a pay differential for the first ~~ten~~ fourteen (14) days in any calendar year. To receive this benefit, eligible employees are required to submit a copy of their military leave and earnings statement for the covered period. Differential wage payments to an employee on qualified military service are considered "wages" subject to federal income tax withholding. Military pay differential is paid via payroll check.

After ~~ten~~ fourteen (14) days, the employee may elect to be paid Combined Time Off (CTO) hours during the period of active duty or take an excused absence without pay, or a combination of both. It is the bargaining unit employee's responsibility to inform UVMMC whether to use CTO time. If UVMMC is not informed, available CTO will not be used.

D. Benefits:

1. For the first thirty (30) days of military leave, UVMMC will continue paying its portion of the benefit cost for bargaining unit employees covered under its medical, dental, vision, reimbursement accounts and/ or life and disability programs. The bargaining unit employee must continue to pay their portion of the applicable benefit cost during the leave as instructed by UVMMC. Coverage may be canceled if the bargaining unit employee's portion of the benefit cost is not received as instructed.

2. On the thirty-first (31st) day of military leave, UVMMC sponsored life insurance and short and long-term disability programs cease. If the bargaining unit employee wishes to retain coverage, they can assume full cost of life insurance and long-term disability. Beginning the first of the month following the end of thirty (30) days of military leave, the bargaining unit employee can maintain medical, dental, vision and healthcare reimbursement account through COBRA as instructed by UVMMC. The bargaining unit employee is responsible for the full COBRA cost (102% of the total benefit cost). Coverage may be canceled if the bargaining unit employee's payment for the benefit cost is not received as instructed.

3. Service credit for pension, 403(b) retirement plan, CTO and short-term disability benefit levels will continue while on military leave. If a bargaining unit employee is eligible for an increase in these benefit levels due to years of service, the higher benefit will be implemented upon return from the military leave.

E. Seniority:
As required by law, a bargaining unit employee returning from completion of active duty shall be reinstated with preservation of seniority the bargaining unit employee had accrued when the military leave commenced.

F. Pay Increases:
Upon a bargaining unit employee's return from military leave, the bargaining unit employee will receive any general pay increases that may have been implemented while on leave.

G. Reinstatement:
As required by law, the bargaining unit employee, upon completion of active duty, will be returned to their previous position or to another comparable position. The rights and obligations regarding reinstatement are set forth in UVMMC's Leave of Absence for Military Service policy.

TA for SSU

Shannon Lawrence 10/4/2024

Article 42 – Discipline & Discharge

A. No bargaining unit employee, except for bargaining unit employees in a probationary period, shall be disciplined or discharged except for just cause.

B. UVMMC will permit a Union steward to be present during an investigatory interview according to Weingarten standards developed by the National Labor Relations Board. The manager or supervisor shall notify the bargaining unit employee that they may have a Union representative present at any conversation, interview, or investigation that, in the reasonable opinion of the manager/supervisor, could result in progressive discipline or necessitate some form of disciplinary documentation in a personnel file. UVMMC will provide notice under this Section prior to any applicable meeting, except that the failure to provide prior notice will not preclude UVMMC from proceeding with the meeting, as long as notice is provided during the meeting. If the employee, upon being informed of their right to representation, requests a union steward, the meeting will then be postponed until a steward is available.

C. A bargaining unit employee shall be informed of the right to have a Union steward or a Union representative present whenever the employee is to be informed of a decision to issue discipline. In the event no Union steward is available, UVMMC may impose the discipline but must meet with the bargaining unit employee and a steward as soon as practicable. Meetings shall be conducted in the spirit of mutual respect.

In any meeting where a union steward must be offered under this article or the law, UVMMC will document that a steward was offered and if the employee accepts or declines representation. Failure to follow this provision shall not serve as grounds to appeal disciplinary action.

D. Disciplinary actions involving a final written warning, suspension and termination only are subject to arbitration.

E. UVMMC will provide the Union with a courtesy copy of written discipline in a timely manner.

F. Attendance

UVMMC and all bargaining unit employees will abide by UVMMC's policy on Unscheduled Absence, Attendance and Punctuality.

TA for SSU

10/4/2024

Article 46 – Health and Safety

A. UVMMC and the Union recognize that bargaining unit employees may be exposed to workplace situations that pose risks to health. Consistent with hospital policies and the requirements of state and federal law, UVMMC agrees to protect the health of the bargaining unit employees and provide a safe work environment. To that end, UVMMC agrees to provide:

1. A program of infectious and communicable disease control as required by state and federal law.

2. Physical examination health tests and immunizations as required by UVMMC, state and federal law at no cost to the employee.

3. Material data safety sheets as required by state or federal law.

4. Needle protection systems as required by state or federal law.

5. All safety equipment and related training necessary to perform the duties of the position, including appropriate levels of PPE such as masks, gloves, gowns, scrubs, goggles, lead lined glasses, lead vests~~/gowns~~, skirts, and aprons, where appropriate, and any other proper equipment needed to protect bargaining unit employees as recommended by CDC guidelines or the Vermont Department of Health, or as required by UVMMC policies and procedures, and state and federal law. Bargaining unit employees agree to attend related training.

6. In the Emergency Department, if the parties mutually agree the equipment is necessary and effective in preventing workplace violence injuries, UVMMC will provide penetration resistant gloves, penetration resistant vests, slash resistant jackets, or any other mutually agreed upon protective equipment.

7. Bargaining unit employees are responsible for using appropriate safety equipment when required and will contact their supervisor when safety supplies or equipment are depleted or in disrepair. UVMMC shall replenish or repair such supplies and equipment when notified. Bargaining unit employees are responsible for taking good care of all safety equipment.

8. UVMMC will make available patient de-escalation, BLS, and workplace safety training to all bargaining unit employees who request it. An employee who requests to receive ~~be de-escalation or~~ BLS trainings~~ed~~ shall complete the training as soon as is reasonably practicable after the request. ~~and p~~Priority shall be given to those bargaining unit employees who are required to complete the training. The training shall be on paid time.

~~8.~~9. Bargaining unit employees will be allowed to complete resuscitation training on functional equipment during regularly scheduled work shifts.

B. Only bargaining unit employees trained to work with hazardous materials shall do so. UVMMC shall pay for the cost of appropriate training.

C. Bargaining unit employees may raise safety complaints/concerns at any time without fear of reprisal for making the safety complaint/concern consistent with the Healthcare Whistleblower's Protection Act, 21 V.S.A., Section 507.

D. Bargaining unit employees and UVMMC will be required to follow all written UVMMC policies and procedures affecting health and safety.

E. In the event any bargaining unit employee believes in their professional opinion they have been given an assignment that is unsafe or that endangers patient care, they will immediately notify their supervisor or designee. The supervisor or designee, which may include the Administrative Nurse Coordinator (ANC), will review the assignment at that time and work with the employee, security personnel, and any other relevant parties to formulate a plan of care that is safe for both bargaining unit employees and the patient.

If the bargaining unit employee disagrees with the plan of care, they may not abandon the patient and will work as directed, but may do so under protest. The bargaining unit employee may complete a "Concern Form" which will be provided by the Union. It will reflect the bargaining unit employee's name, shift, department, supervisor they submitted the form to, the date and description of the incident, and the supervisor's response. Nothing in this paragraph shall limit the rights of bargaining unit employees under the Healthcare Whistleblower's Protection Act, 21 VSA § 507.F.

F. UVMMC shall continue to work with the Union to ensure that written policies, procedures and protocols affecting health and safety are reviewed with the Union, are readily available to bargaining unit employees and updates are brought to the attention of the bargaining unit employees in a timely fashion.

G. UVMMC shall maintain an updated policy on audiovisual capture or recording of patients and employees, which shall include, but will not be limited to, a response process to inappropriate audiovisual capture by patients and visitors. This response may include, but will not be limited to, requesting deletion of inappropriate audiovisual capture or recording of patients and employees when circumstances permit. Department specific policies or guidelines regarding audiovisual recording may be more (but not less) restrictive than the UVMMC policy.

H. UVMMC will continue to prioritize staff safety in the Emergency Department. At regular meetings on mutually agreeable dates, UVMMC will collaborate with bargaining unit employees in this Union and the VFNHP on, among other issues, enhanced security presence in the ED and screening of patients for weapons, a safe weapons removal and storage procedure, and personal protective equipment and other safety devices available to bargaining unit employees. UVMMC will also invite a representative from the security officers' union to join these meetings.

I. UVMMC shall maintain an updated policy on workplace violence, establishing a goal of zero harm to all UVMMC patients, employees, and visitors and zero tolerance for workplace violence. The policy shall include, but will not be limited to, processes for responding to, reporting, and documenting violent or threatening situations.

Additionally, if a bargaining unit employee is a victim of or witness to a workplace violence incident, as defined by UVMMC policy, and the employee requests time off from work to recover from physical or mental injuries caused by the violence, such requests shall not be unreasonably denied. Employees who take time off pursuant to this section will be placed on paid administrative leave for any missed scheduled hours on the day of the employee's injury and, for any time off after the day of the injury, the employee may elect to take the time as scheduled CTO or excused unpaid time.

If a bargaining unit employee is assaulted at work and receives an injury covered by workers' compensation, UVMMC will provide paid leave of absence at the employee's base rate for any scheduled shifts during the workers compensation elimination period that the employee is unable to work to the extent that such paid leave is not provided by workers' compensation.

J. Any provision of this Article may be a topic of discussion before the Labor-Management Committee, whenever requested by either party.

K. Employee name badges, except where required by law, will not include the staff member's last name if the employee makes that request, without cost to the employee.

L. At an employee's request, good faith efforts shall be made to avoid assigning an employee belonging to a class protected in Article 7 to patients with documented patterns of discriminatory verbal or physical violence toward that employee's protected class.

M. UVMMC will follow up on Employee Report of Event forms, SAFE forms, and SHARPS forms as appropriate. An employee's manager or designee may assist the employee with submission of forms upon request.

10/6/2024

Article 53 - Duration of Contract

This agreement shall become effective on [ ], and shall terminate at 12:01 a.m. on April 30, 2028. Unless another date is indicated, any economic items shall become effective on the first full pay period that starts at least 30 days after ratification. ~~Any economic items shall become effective on the date indicated or on the first full pay period that starts at least 15 days after ratification, whichever is later.~~

10/4/2024

SSU – New Article __ - Immigration Protection and Visa Status Security

A. Institutional Sanctuary Commitment

UVMMC agrees that immigration enforcement officers shall be prohibited from entering non-public, private areas of UVMMC worksites for the purpose of detaining a bargaining unit employee without a judicial warrant. UVMMC shall promptly notify the Union if immigration enforcement officers attempt entry in violation of this Section.

While this Agreement is focused on terms and conditions of employment for bargaining unit employees, UVMMC acknowledges that at the time of entering into this Agreement, it maintained commitments similar to those set forth in this Section for other employees and patients. UVMMC intends to continue to maintain those commitments to the extent permitted by law.

B. Release Time for Immigration Appointments

1. Bargaining unit employees will not be unreasonably denied release time for immigration-related matters— including but not necessarily limited to appointments necessary for visa renewals, green card processing, citizenship applications, obtaining a social security number, or opening a bank account. Bargaining unit employees permitted release time pursuant to this Section must use CTO or, if CTO has been exhausted, may take the time unpaid. Release time provided under this Section shall be considered excused.

2. Bargaining unit employees must notify their supervisor or their designee at least 14 days in advance, whenever feasible, to accommodate scheduling adjustments for immigration-related appointments. In cases of emergency or unforeseen circumstances, bargaining unit employees may request exceptions to the notice period, which shall not be unreasonably denied.

3. Requests must be in writing and clearly specify the purpose of the appointment. Documentation may be requested but shall not unduly delay or prevent approval.

4. Release time will include the length of the immigration-related appointment and reasonable travel time. Reasonable travel time shall typically not exceed half a day per appointment. Requests for additional time shall be considered on a case by-case basis, with UVMMC endeavoring to accommodate scheduling needs.

C. Security of Positions for Visa or DACA Holders

1. To the extent legally permissible, UVMMC commits to securing positions for bargaining unit employees facing administrative or policy-induced delays or threats to their visa or DACA status for a reasonable period of time. Bargaining unit employees may need to be placed on a leave of absence during this period, and bargaining unit employees may be able to utilize CTO to the extent permitted by this Agreement, UVMMC policies, and applicable law. If UVMMC no longer intends on securing a position under this Section, it shall notify the Union as promptly as reasonably practicable.

2. If UVMMC can reasonably hold a position without impacting operations and patient care, it will place impacted employees on an unpaid personal leave of absence for as long as practicable, but in no event longer than 6 months.

3. Whenever an impacted employee is terminated under these circumstances, whether immediately, at six months, or at some point in-between, they will be entitled to contractual Recall rights as if they had been laid off, including priority consideration for roles and restoration of seniority.

4. There shall be no disciplinary action or negative evaluation as a result of approved leave under this Section.

5. To the same extent as all other UVMMC employees, UVMMC will facilitate access to immigration legal resources, attorney consultations, and documentation assistance as necessary to address visa or DACA issues.

D. Confidentiality

To the extent legally permissible, immigration status information shall remain strictly confidential and will be disclosed only on a need-to-know basis.

E. Prohibition of Retaliation

No bargaining unit employee shall face retaliation or discrimination for exercising rights provided under this Article.

TA for Side Letter – SSU

10/4/2024

ARBITRATION SIDE LETTER:

UVMMC will not argue that any grievance is non-arbitrable due to the expiration of the agreement between UVMMC and SSU.

TA for SSU
New Side Letter

10/6/2024

Side Letter: Health Care in Vermont and "Milk with Dignity"

UVMMC, and the VFNHP and Support Staff United (collectively, the "Union") enter this side letter in the interest of reaching agreement on new collective bargaining agreements for technical and support staff.

The parties agree the subjects addressed in this side letter are permissive subjects of bargaining and this side letter is non-precedent setting. Inclusion of these subjects in this side letter shall not establish or cause them to become mandatory subjects of bargaining in any future negotiations.

A. UVMMC and Union Joint Statement on the State of Health Care

Health care is a human right. Everyone should have access to the care they need, regardless of where they were born, where they live, how much they earn, or the challenges they face.

The American health care system is sick. Rising costs, growing administrative complexity, workforce shortages, increasing prices for pharmaceuticals and medical supplies, and reductions in Medicare and Medicaid funding all negatively affect patients, families, caregivers, providers and the communities that depend on them.

In one of the most expensive states in the most expensive country in the world for health care, our region feels these challenges acutely. With an older population and a largely rural geography, changes in the health care system often affect our communities sooner and more significantly than many other parts of the country.

No single organization can solve these issues alone. We share a commitment to supporting meaningful health care reform at both the state and federal levels. We will continue working with policymakers, health care leaders, community partners, and our congressional delegations to advance solutions that heal this system.

We believe lasting progress will require our collective insight, advocacy and shared focus on our patients, ensuring that every person can access affordable, high-quality care when and where they need it.

B. "Milk with Dignity" Program

UVMMC and the Union acknowledge UVMMC's and the UVM Health System's longstanding commitment to supporting local and sustainable food systems, our farmers and farmworkers, and to procuring food products in a manner consistent with organizational values, community partnerships, and operational needs. The parties further recognize that UVMMC currently works with vendors and suppliers

that are expected to comply with applicable laws and standards governing labor practices, food safety, and product quality.

UVMMC and the Union agree to continue discussions regarding the "Milk with Dignity" program and the potential for UVMMC to participate in or otherwise support the program.

The parties will meet at mutually agreeable times to engage in good-faith discussions regarding the program, including its objectives, potential implications for UVMMC, its workforce, and our community, and any potential framework for UVMMC to participation or support the program.

UVMMC's participation in these discussions does not constitute a commitment to join, endorse, or participate in the program, nor does it require the parties to reach agreement on any particular outcome.

TA for SSU
New Side Letter

10/4/2024

SIDE LETTER on UVM Health Float Pool

In the interest of mitigating UVMMC's need to rely on temporarily contracted staff, UVMMC is exploring the creation of a UVM Health float pool where qualified staff could voluntarily apply and be hired into new UVM Health system positions utilized at system partners, including UVMMC, to temporarily fill positions under the same circumstances that would support the use of temporarily contracted staff.

Should UVMMC determine to implement this initiative, UVMMC shall provide the Union with at least three (3) months' advance notice prior to implementation. UVMMC agrees to bargain the effects of the initiative, including but not limited to which bargaining unit(s) float pool employees should properly belong to, and that any float pool would not take effect until agreement over these effects is reached. Moreover, UVMMC agrees the utilization of staff from any UVM Health float pool will be limited to the circumstances under which temporarily contracted staff may be utilized, will be subject to contractual restrictions on Job Erosion, and will otherwise be treated as temporarily contracted staff for all other purposes of this Agreement, unless the parties mutually agree otherwise.

Article 9 – Per Diem Employment

A. Effective calendar year 2024, to be a per diem bargaining unit employee, the following minimum scheduled work commitments must be met.

1. In all cost centers in inpatient units and departments, Imaging, Phlebotomy, the OR, ED, Patient Support Services, Rehabilitation Services, and Registration a minimum of three hundred (300) hours per calendar year. Management will make every effort to facilitate LNA's ability to work the minimum number of hours to maintain their licences. LNAs will be guaranteed, at a minimum, two hundred (200) hours per calendar year, which the State of Vermont requires ~~the number of hours needed~~ to maintain their licences.

~~2.~~ In all cost centers in outpatient clinics, ~~Registration,~~ Environmental Services, and the Call Center, a minimum of two hundred (200) hours per calendar year.

3. In Nutrition Services, a minimum average of four hundred (400) ~~sixteen (16) hours per pay period in each~~ calendar year ~~quarter~~.

4. The total hours in each of the above subsections must include a minimum of one (1) holiday per calendar year. For purposes of this article, the calendar year holidays begin with New Year's and proceed through Memorial Day, July 4th, Labor Day, Thanksgiving, December 24, and December 25.

All hours worked shall count towards the minimum requirements. Per diem bargaining unit employees who work in cost centers that do not staff on holidays will not have to comply with the requirements in subsection 4.

For bargaining unit employees who work in multiple cost centers, the minimum requirements can be met in any combination of cost centers in which the bargaining unit employee holds a per diem position. Hours worked in regularly scheduled special, part-time or full-time positions will not count towards the minimum requirements.

A per diem bargaining unit employee will not be subject to corrective action for failure to satisfy the minimum requirements for lack of available shifts or because the employee had a substantial amount of legally protected time away from work that impacted their ability to meet their minimum requirements.

Prescheduled shifts that are canceled as a result of staffing adjustments will count toward the minimum requirements.

On call hours will count towards the minimum requirements.

The minimum requirements will be pro-rated during the first calendar year in the per diem position.

B. All bargaining unit per diems:

1. Will be required to attend mandatory in-service education courses and successfully complete department competencies and mandatories. Failure to complete department competencies and/or mandatories by the prescribed due date will result in a cancellation of scheduled hours and corrective action up to, and including, termination.

2. Must maintain knowledge and skills that are consistent with current practice standards, as determined by the manager.

C. Compensation. All per diem bargaining unit employees are eligible for applicable shift differentials. In addition, per diem bargaining unit employees will receive the additional hourly per diem differential as per the Article on Differentials. Differentials shall be combined when applicable for any single hour worked.

In addition to all applicable differentials, per diem employees who work at least 300 night shift ~~or weekend shift~~ hours during a calendar year will be paid an annual lump sum equal to $3 per hour for all hours worked during the calendar year in addition to all other applicable differentials, including the differentials in the Article on Differentials.

D. Any committed hours employees who request to become a per diem in the unit they are currently employed in may do so and shall not be unreasonably denied, so long as there is a posted vacancy and the preference card process is followed according to Article on Vacancy/Job Posting.

E. Any cost center with at least ten (10) FTEs in this bargaining unit that regularly posts for and hires per diem employees shall have a minimum of one per diem position per ten (10) FTEs in this bargaining unit.

~~F. UVMMC will use reasonable efforts to communicate with per diem employees about per diem requirements at least once per year.~~ Management shall meet with per diem employees at least 3 months before the end of the calendar year ~~every six (6) months~~ to discuss the per diem requirements. ~~One of these notifications shall take place between January and June 30th, and the other shall take place between July 1st and October 31st.~~

UVMMC 07/15/26
Counter to UNION SSU 6/24/26

Article 23 –Staffing Adjustments

A. UVMMC and the Union recognize that variations in census, acuity and service delivery requirements occur daily in response to the health needs of patients in our community and region. During periods of high census and/or high acuity, increased service delivery and/or when there is a need for additional bargaining unit employee staffing, the following priority will be used:

1. Where applicable, Resource Department or Ambulatory Resource Pool bargaining unit employees will be assigned;

2. Bargaining unit employees with appropriate skill and ability will be asked to volunteer to work extra time so long as it does not incur overtime.

3. Bargaining unit employees with appropriate skill and ability will be asked to volunteer to work for overtime/premium pay. A cost center may first ask for volunteers among employees who are currently working.

4. Eligible bargaining unit employees with the necessary skill and ability may volunteer to float after considering the needs of the unit to which the volunteer was originally assigned. Such volunteers will receive the "float differential" if they qualify in accordance with the requirements of the Articles on Floating and Differentials. If there is more than one volunteer, the bargaining unit employee with the greatest unit seniority will be chosen.

Existing contracted staff with the appropriate skill and ability will be asked to work additional shifts.

5. Additional contracted staff with appropriate skill and ability may be recruited.

B. During periods of low census or lack of work due to technical failures or other reasons, the normal workday and/or workweek may be decreased. The below priority will be used. In cost centers that schedule staff in multiple locations, the below priority will apply only to the specific location(s) where UVMMC elects to decrease the normal workday and/or workweek. For bargaining unit employees, unless otherwise stated below, cancellation will be by seniority, subject to maintaining staff of necessary skill and ability.

1. Contracted Staff Reassigned: Contracted staff will be reassigned if a need has been identified and the contracted staff has the necessary skill and ability.

2. Urgent Shifts Canceled: Bargaining unit employees working urgent pay shifts will be canceled. Prior to being canceled, an employee who is currently working may choose to forego urgent pay and remain at work for the appropriate pay category. This may be straight pay, but could also be overtime or another pay category. Cancellation will then continue as described in the sections below, except that if the employee's new pay category calls for volunteers and there are an insufficient number, the employee may be canceled as if they remained in this pay category.

    a. <u>In inpatient nursing, partial shifts, defined as shifts other than 0700 to 1500, 1500 to 1900, 1900 to 2300 and 2300 to 0700, may be canceled first if needed to maintain adequate staffing.</u>

Employees who do not receive a cancellation notice and show up to work the urgent shift <u>or who are canceled within 30 minutes before the start of the shift</u> will be paid two (2) hours of courtesy urgent pay.

3. Other Incentive Shifts (if in effect): Bargaining unit employees working any other incentive shift will be canceled. Prior to being canceled, an employee who is currently working may choose to forego incentive pay and remain at

work for the appropriate pay category. This may be straight pay, but could also be overtime or another pay category. Cancellation will then continue as described in the sections below, except that if the employee's new pay category calls for volunteers and there are an insufficient number, the employee may be canceled as if they remained in this pay category.

Employees who do not receive a cancellation notice and show up to work the urgent shift will be paid two (2) hours of courtesy incentive pay.

4. Called-In/On-Call and Called-In/Not-On-Call Canceled: Bargaining unit employees working Called-In/On-Call shifts will be canceled, but shall remain on-call. Bargaining unit employees working a Called-In/Not-On-Call shift may be canceled before one working a Called-In/On-Call shift.

5. Extra Shift at OT Canceled: Staff working an extra shift other than scheduled committed hours and who will be paid at the overtime rate during that shift will be canceled.

6. Volunteers – Committed Hours: Committed hours bargaining unit volunteers will be asked to take time off. Volunteers will have the opportunity to use CTO or take time off without pay. If there is more than one volunteer, selection will be by cost center seniority. Time off will not affect benefit status.

    a. Prior to canceling any volunteers per this subsection, the supervisor/manager will offer volunteers the opportunity to complete available work on education, research, training, competencies or other cost center work.

7. Volunteers – Per Diem: Per Diem bargaining unit volunteers will be asked to take time off. If there is more than one volunteer, selection will be by cost center seniority.

8. Contracted Staff Mandated: Contracted staff will be mandated to take time off.

9. Committed Hours Shift at OT Canceled: Staff working a committed hours shift who are also incurring overtime will be canceled.

10. Extra Shifts Not in OT Canceled: Extra shifts greater than committed hours will be canceled.

11. Per Diem Canceled:

    a. Per diem bargaining unit employees will be canceled as determined by cost center seniority.

    b. If a per diem employee is canceled after reporting to work, they will be canceled for the entire shift, but may volunteer to return if needed. If a per diem employee is canceled prior to reporting to work, the hours of cancellation will be determined by management at the time of notification.

12. Committed Hours Shifts Mandated: Bargaining unit employees will be mandated to take time off as determined by cost center seniority. If an employee is mandated after reporting to work, they will be mandated for the entire shift, but may volunteer to return if needed. If an employee is mandated prior to reporting to work, the mandated time off will be determined by management at the time of the notification. Bargaining unit employees have the option of using CTO time, or taking time off without pay. Mandated time off will not affect benefit status. No individual bargaining unit employee will be mandated to take time off more than two (2) times per month.

a. Prior to mandating time off per this subsection, the supervisor/manager will offer employees the opportunity to complete available work on education, research, training, competencies or other cost center work rather than being mandated to take time off.

b. Employees who do not receive notice of being mandated within 30 minutes before the start of the shift will be paid two (2) hours of courtesy pay.

c. The lowest unit seniority bargaining unit employee will be assigned to take time off first. A rotation will then be established in reverse order of seniority.

Article 48 – Parking

UVMMC shall guarantee free on-site parking at UVMMC facilities, subject to availability, for all bargaining unit employees working at all sites other than Medical Center Campus and 1 South Prospect Street. At Main Campus, on-site parking is defined as the ACC garage, the McClure garage, or the south parking lot.

UVMMC shall maintain a regular (no more than 20 minutes), convenient and free shuttle service to all outlying parking sites serving Medical Center Campus and 1 South Prospect Street. Late arrival due to a shuttle delay shall not be considered unscheduled and will be paid by UVMMC without using the employee's CTO. A security escort will be provided upon bargaining unit employee request. The parking lot will be physically lit and well maintained, including snow and ice removal.

UVMMC shall continuously assess opportunities to improve the parking experience for all employees.

All bargaining unit employees will be guaranteed free on-site parking, subject to availability, in the ACC garage, the McClure garage, or the south parking lot in the following circumstances:

1. The employee is working an evening, night, or weekend shift;
2. The employee is on-call and called into work;
3. On days the employee is pre-scheduled for on-call immediately following a scheduled shift; or
4. To the extent permitted by UVMMC's policy on carpooling.

Day shift employees who agree to pick up at least four (4) additional hours after their scheduled shift will be allowed to move their car from off-site to on-site parking on paid time.

To the extent on-site parking is provided under the above circumstances, it is within the discretion of UVMMC to determine which onsite parking garage or lot will be utilized by employees.

Bargaining unit employees who split locations during a single shift between the main campus and an off-campus location shall be guaranteed free on-site parking, subject to availability, at Centennial Fields while working at the main campus.

Bargaining unit employees with twelve (12) fifteen (15) years seniority will have the option to choose preferred parking, subject to availability and shall not be revoked.

Bargaining unit employees with fifteen (15) years seniority will have the option to park on site at Main Campus and shall not be revoked.

The parties acknowledge the provisions of this Article may be limited in the event of an emergency situation such as a mass casualty.

~~Employees who work in Phlebotomy and may work at multiple sites during one shift shall be allowed to park on site.~~

When employees in Phlebotomy float to another site, they will first be permitted to retrieve their vehicle and drive it to the new site.

Parking assignments shall not be changed without at least four (4) ~~eight (8)~~ weeks notice.~~an employee's consent.~~

E750	Pathology Support Assistant	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
E817	Pathology Support Assistant Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
E817	Pathology Support Assistant Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
D612	Patient & Family Ambassador	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
D612	Patient & Family Ambassador	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
209H	Patient Access Coordinator	W10	FY27	$28.93	$29.51	$30.09	$30.69	$31.30	$31.93	$32.57	$33.22	$33.88	$34.56	$35.25	$35.95	$36.67	$37.40	$38.15	$38.92	$39.70	$40.49	$41.30	$42.12
209H	Patient Access Coordinator	W10	FY28	$29.36	$29.95	$30.54	$31.15	$31.77	$32.41	$33.06	$33.72	$34.39	$35.08	$35.78	$36.49	$37.22	$37.96	$38.72	$39.50	$40.30	$41.10	$41.92	$42.75
D496	Patient Access Navigator	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
D496	Patient Access Navigator	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D497	Patient Access Navigator ED	W06	FY27	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59	$36.30	$37.03
D497	Patient Access Navigator ED	W06	FY28	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12	$36.84	$37.59
D275	Patient Access Specialist	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D275	Patient Access Specialist	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D498	Patient Access Specialist ED	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
D498	Patient Access Specialist ED	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D499	Patient Access Specialist I/O/A	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D499	Patient Access Specialist I/O/A	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
777A	Patient Attendant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
777A	Patient Attendant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
E888	Patient Navigator – Oncology	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
E888	Patient Navigator – Oncology	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D205	Patient Service Specialist	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D205	Patient Service Specialist	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C167	Patient Support Services Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
C167	Patient Support Services Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
D993	PFS Customer Service Support Rep	W06	FY27	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59	$36.30	$37.03
D993	PFS Customer Service Support Rep	W06	FY28	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12	$36.84	$37.59
C628	Phlebotomy Operations Coordinator	W07	FY27	$26.11	$26.62	$27.15	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.20	$31.82	$32.46	$33.11	$33.77	$34.45	$35.14	$35.84	$36.56	$37.29	$38.03
C628	Phlebotomy Operations Coordinator	W07	FY28	$26.50	$27.02	$27.56	$28.12	$28.68	$29.26	$29.84	$30.44	$31.05	$31.67	$32.30	$32.95	$33.61	$34.28	$34.97	$35.67	$36.38	$37.11	$37.85	$38.60
C116	Phlebotomy Technician I	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C116	Phlebotomy Technician I	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C114	Phlebotomy Technician II	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C114	Phlebotomy Technician II	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
E583	Phlebotomy Technician III	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
E583	Phlebotomy Technician III	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
E386	Phlebotomy Training Specialist	W07	FY27	$26.11	$26.62	$27.15	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.20	$31.82	$32.46	$33.11	$33.77	$34.45	$35.14	$35.84	$36.56	$37.29	$38.03
E386	Phlebotomy Training Specialist	W07	FY28	$26.50	$27.02	$27.56	$28.12	$28.68	$29.26	$29.84	$30.44	$31.05	$31.67	$32.30	$32.95	$33.61	$34.28	$34.97	$35.67	$36.38	$37.11	$37.85	$38.60
C142	PHSO ICM Administrative Assistant	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C142	PHSO ICM Administrative Assistant	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
E256	PHSO Resource Partner	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
E256	PHSO Resource Partner	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
319I	Prep Cook	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
319I	Prep Cook	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
652A	Print and Graphic Design Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
652A	Print and Graphic Design Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
0811	Printer	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
0811	Printer	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C401	PSS Emergency Response Orderly	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C401	PSS Emergency Response Orderly	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D887	Pulmonary Function Medical Assistant II	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D887	Pulmonary Function Medical Assistant II	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C692	Radiology Compliance Specialist	W09	FY27	$28.47	$29.04	$29.62	$30.21	$30.82	$31.43	$32.06	$32.70	$33.35	$34.02	$34.70	$35.39	$36.10	$36.82	$37.57	$38.32	$39.09	$39.87	$40.67	$41.48
C692	Radiology Compliance Specialist	W09	FY28	$28.90	$29.48	$30.06	$30.66	$31.28	$31.90	$32.54	$33.19	$33.85	$34.53	$35.22	$35.92	$36.64	$37.37	$38.13	$38.89	$39.68	$40.47	$41.28	$42.10
B445	Radiology Medical Assistant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
B445	Radiology Medical Assistant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
C210	Radiology Medical Assistant II	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C210	Radiology Medical Assistant II	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D803	Radiology Medical Assistant Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
D803	Radiology Medical Assistant Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
223J	Receiver	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
223J	Receiver	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C865	Rehab Support Specialist	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
C865	Rehab Support Specialist	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
355K	Rehab Therapy Aide	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
355K	Rehab Therapy Aide	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
077T	Research Nutrition Aide II	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
077T	Research Nutrition Aide II	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
210Y	Respiratory Para Professional	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
210Y	Respiratory Para Professional	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
E319	Scheduling Administrator	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94

Job Code	Job Profile Name	Compensation Grade	FY27	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
J156	ACC Circle Entrance Assistant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
J156	ACC Circle Entrance Assistant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
B498	ACC Lobby Coordinator	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
B498	ACC Lobby Coordinator	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
084Y	Admin Assistant	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
084Y	Admin Assistant	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
J820	Admin/Financial Assistant	W05	FY27	$25.02	$25.52	$26.02	$26.54	$27.07	$27.61	$28.16	$28.71	$29.29	$29.88	$30.48	$31.09	$31.71	$32.34	$32.99	$33.65	$34.32	$35.01	$35.71	$36.42
J820	Admin/Financial Assistant	W05	FY28	$25.40	$25.90	$26.41	$26.94	$27.48	$28.02	$28.58	$29.14	$29.73	$30.33	$30.94	$31.56	$32.19	$32.83	$33.48	$34.15	$34.83	$35.54	$36.25	$36.97
E318	Anesthesiology Scheduling Coordinator	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
E318	Anesthesiology Scheduling Coordinator	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
B387	Audiology Assistant	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
B387	Audiology Assistant	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
B518	Breast Imaging Liaison	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
B518	Breast Imaging Liaison	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
B110	Call Center Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
B110	Call Center Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
111H	Call Center Representative	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
111H	Call Center Representative	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
B280	Clerical Assistant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
B280	Clerical Assistant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
B282	Clin Office Assistant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
B282	Clin Office Assistant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
J640	Clinical Care Assoc/Rad Tech	W05	FY27	$25.02	$25.52	$26.02	$26.54	$27.07	$27.61	$28.16	$28.71	$29.29	$29.88	$30.48	$31.09	$31.71	$32.34	$32.99	$33.65	$34.32	$35.01	$35.71	$36.42
J640	Clinical Care Assoc/Rad Tech	W05	FY28	$25.40	$25.90	$26.41	$26.94	$27.48	$28.02	$28.58	$29.14	$29.73	$30.33	$30.94	$31.56	$32.19	$32.83	$33.48	$34.15	$34.83	$35.54	$36.25	$36.97
C662	Clinical Care Associate	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C662	Clinical Care Associate	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
E143	Clinical Care Associate Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
E143	Clinical Care Associate Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
D191	Clinical Patient Safety Attendant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
D191	Clinical Patient Safety Attendant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
E477	Clinical Patient Safety Attendant Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
E477	Clinical Patient Safety Attendant Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
323C	Customer Service Rep PFS I	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
323C	Customer Service Rep PFS I	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
323D	Customer Service Rep PFS II	W06	FY27	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59	$36.30	$37.03
323D	Customer Service Rep PFS II	W06	FY28	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12	$36.84	$37.59
323E	Customer Service Rep PFS III	W08	FY27	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92	$33.58	$34.25	$34.93	$35.63	$36.34	$37.07	$37.81	$38.57	$39.34	$40.13
323E	Customer Service Rep PFS III	W08	FY28	$27.96	$28.52	$29.08	$29.66	$30.26	$30.87	$31.49	$32.11	$32.75	$33.41	$34.08	$34.76	$35.45	$36.16	$36.89	$37.63	$38.38	$39.15	$39.93	$40.73
B555	Customer Service Specialist	W10	FY27	$28.93	$29.51	$30.09	$30.69	$31.30	$31.93	$32.57	$33.22	$33.88	$34.56	$35.25	$35.95	$36.67	$37.40	$38.15	$38.92	$39.70	$40.49	$41.30	$42.12
B555	Customer Service Specialist	W10	FY28	$29.36	$29.95	$30.54	$31.15	$31.77	$32.41	$33.06	$33.72	$34.39	$35.08	$35.78	$36.49	$37.22	$37.96	$38.72	$39.50	$40.30	$41.10	$41.92	$42.75
C783	Dental Assistant	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C783	Dental Assistant	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D660	Dental Assistant (w. x-ray endorsement)	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
D660	Dental Assistant (w. x-ray endorsement)	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
C782	Dental Assistant Certified	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
C782	Dental Assistant Certified	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
C809	Dental Asst Expanded Function	W11	FY27	$31.53	$32.16	$32.79	$33.45	$34.12	$34.80	$35.50	$36.22	$36.94	$37.68	$38.43	$39.20	$39.98	$40.78	$41.59	$42.43	$43.28	$44.14	$45.03	$45.93
C809	Dental Asst Expanded Function	W11	FY28	$32.00	$32.64	$33.28	$33.95	$34.63	$35.32	$36.03	$36.76	$37.49	$38.25	$39.01	$39.79	$40.58	$41.39	$42.21	$43.07	$43.93	$44.80	$45.71	$46.62
B281	Department Assistant	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
B281	Department Assistant	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
C454	Distribution Shift Coordinator	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C454	Distribution Shift Coordinator	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D985	Entrance & Parking Assistant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
D985	Entrance & Parking Assistant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
323B	Envir Svcs Worker II	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
323B	Envir Svcs Worker II	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
B730	Envir Svcs Worker III	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
B730	Envir Svcs Worker III	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D568	Equipment and Supply Coordinator	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
D568	Equipment and Supply Coordinator	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
319K	Food Service Worker II	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
319K	Food Service Worker II	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
082B	GCRC Support Partner	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
082B	GCRC Support Partner	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
D613	Guest Experience Operations Coordinator	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D613	Guest Experience Operations Coordinator	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D562	Image Management Associate	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D562	Image Management Associate	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C313	Image Management Report Administrator	W05	FY27	$25.02	$25.52	$26.02	$26.54	$27.07	$27.61	$28.16	$28.71	$29.29	$29.88	$30.48	$31.09	$31.71	$32.34	$32.99	$33.65	$34.32	$35.01	$35.71	$36.42

C313	Image Management Report Administrator	W05	FY28	$25.40	$25.90	$26.41	$26.94	$27.48	$28.02	$28.58	$29.14	$29.73	$30.33	$30.94	$31.56	$32.19	$32.83	$33.48	$34.15	$34.83	$35.54	$36.25	$36.97
D563	Image Management Specialist	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
D563	Image Management Specialist	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
C184	Intake Coordinator	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C184	Intake Coordinator	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
E573	Interim Clinical Patient Safety Attendant Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
E573	Interim Clinical Patient Safety Attendant Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
0174	Inventory Controller	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
0174	Inventory Controller	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
223L	Inventory Technician	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
223L	Inventory Technician	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
C707	IP Rehab Therapy Aide	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
C707	IP Rehab Therapy Aide	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
C896	IP Rehab Therapy Aide - DL	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
C896	IP Rehab Therapy Aide - DL	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
C708	IP Rehab Therapy Aide Sr	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C708	IP Rehab Therapy Aide Sr	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
B473	Lab Assistant I	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
B473	Lab Assistant I	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
B474	Lab Assistant II	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
B474	Lab Assistant II	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C499	Lab Assistant Lead	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C499	Lab Assistant Lead	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
E639	Lab Ops Support Coordinator	W08	FY27	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92	$33.58	$34.25	$34.93	$35.63	$36.34	$37.07	$37.81	$38.57	$39.34	$40.13
E639	Lab Ops Support Coordinator	W08	FY28	$27.96	$28.52	$29.08	$29.66	$30.26	$30.87	$31.49	$32.11	$32.75	$33.41	$34.08	$34.76	$35.45	$36.16	$36.89	$37.63	$38.38	$39.15	$39.93	$40.73
C498	Lead Phlebotomy Technician	W05	FY27	$25.02	$25.52	$26.02	$26.54	$27.07	$27.61	$28.16	$28.71	$29.29	$29.88	$30.48	$31.09	$31.71	$32.34	$32.99	$33.65	$34.32	$35.01	$35.71	$36.42
C498	Lead Phlebotomy Technician	W05	FY28	$25.40	$25.90	$26.41	$26.94	$27.48	$28.02	$28.58	$29.14	$29.73	$30.33	$30.94	$31.56	$32.19	$32.83	$33.48	$34.15	$34.83	$35.54	$36.25	$36.97
355G	Licensed Nurse Assistant	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
355G	Licensed Nurse Assistant	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D697	Licensed Nurse Assistant - Advanced	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
D697	Licensed Nurse Assistant - Advanced	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
315B	Line Chef	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
315B	Line Chef	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
231B	Mail Clerk Lead	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
231B	Mail Clerk Lead	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
223F	Material Handler	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
223F	Material Handler	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D862	Material Handler – No DL	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D862	Material Handler – No DL	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C380	Med Asst Ld Radiology Breast	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
C380	Med Asst Ld Radiology Breast	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
C992	Med Asst/Radiology Tech	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
C992	Med Asst/Radiology Tech	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
J614	Medical Assistant I	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
J614	Medical Assistant I	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
B715	Medical Assistant II	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
B715	Medical Assistant II	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
B715-E	Medical Assistant II - Exempt	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
B715-E	Medical Assistant II - Exempt	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
J615	Medical Assistant Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
J615	Medical Assistant Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
C324	Medical Interpreter	W06	FY27	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59	$36.30	$37.03
C324	Medical Interpreter	W06	FY28	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12	$36.84	$37.59
C362	Nurse Assistant Trainee	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
C362	Nurse Assistant Trainee	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
B401	Nutrition Care Rep	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
B401	Nutrition Care Rep	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
E751	Operating Room Core Specialist	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
E751	Operating Room Core Specialist	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
C341	Operations Support Specialist	W06	FY27	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59	$36.30	$37.03
C341	Operations Support Specialist	W06	FY28	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12	$36.84	$37.59
B943	OR Scheduling-Charge Posting Coordinator	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
B943	OR Scheduling-Charge Posting Coordinator	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
355H	Orderly	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
355H	Orderly	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
J607	Orthopaedic Technologist	W05	FY27	$25.02	$25.52	$26.02	$26.54	$27.07	$27.61	$28.16	$28.71	$29.29	$29.88	$30.48	$31.09	$31.71	$32.34	$32.99	$33.65	$34.32	$35.01	$35.71	$36.42
J607	Orthopaedic Technologist	W05	FY28	$25.40	$25.90	$26.41	$26.94	$27.48	$28.02	$28.58	$29.14	$29.73	$30.33	$30.94	$31.56	$32.19	$32.83	$33.48	$34.15	$34.83	$35.54	$36.25	$36.97
C533	Orthopaedic Technologist Lead	W07	FY27	$26.11	$26.62	$27.15	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.20	$31.82	$32.46	$33.11	$33.77	$34.45	$35.14	$35.84	$36.56	$37.29	$38.03
C533	Orthopaedic Technologist Lead	W07	FY28	$26.50	$27.02	$27.56	$28.12	$28.68	$29.26	$29.84	$30.44	$31.05	$31.67	$32.30	$32.95	$33.61	$34.28	$34.97	$35.67	$36.38	$37.11	$37.85	$38.60
E750	Pathology Support Assistant	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94

E750	Pathology Support Assistant	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
E817	Pathology Support Assistant Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
E817	Pathology Support Assistant Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
D612	Patient & Family Ambassador	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
D612	Patient & Family Ambassador	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
209H	Patient Access Coordinator	W10	FY27	$28.93	$29.51	$30.09	$30.69	$31.30	$31.93	$32.57	$33.22	$33.88	$34.56	$35.25	$35.95	$36.67	$37.40	$38.15	$38.92	$39.70	$40.49	$41.30	$42.12
209H	Patient Access Coordinator	W10	FY28	$29.36	$29.95	$30.54	$31.15	$31.77	$32.41	$33.06	$33.72	$34.39	$35.08	$35.78	$36.49	$37.22	$37.96	$38.72	$39.50	$40.30	$41.10	$41.92	$42.75
D496	Patient Access Navigator	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
D496	Patient Access Navigator	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D497	Patient Access Navigator ED	W06	FY27	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59	$36.30	$37.03
D497	Patient Access Navigator ED	W06	FY28	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12	$36.84	$37.59
D275	Patient Access Specialist	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D275	Patient Access Specialist	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D498	Patient Access Specialist ED	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
D498	Patient Access Specialist ED	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D499	Patient Access Specialist I/O/A	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D499	Patient Access Specialist I/O/A	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
777A	Patient Attendant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
777A	Patient Attendant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
E888	Patient Navigator – Oncology	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
E888	Patient Navigator – Oncology	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D205	Patient Service Specialist	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D205	Patient Service Specialist	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C167	Patient Support Services Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
C167	Patient Support Services Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
D993	PFS Customer Service Support Rep	W06	FY27	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59	$36.30	$37.03
D993	PFS Customer Service Support Rep	W06	FY28	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12	$36.84	$37.59
C628	Phlebotomy Operations Coordinator	W07	FY27	$26.11	$26.62	$27.15	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.20	$31.82	$32.46	$33.11	$33.77	$34.45	$35.14	$35.84	$36.56	$37.29	$38.03
C628	Phlebotomy Operations Coordinator	W07	FY28	$26.50	$27.02	$27.56	$28.12	$28.68	$29.26	$29.84	$30.44	$31.05	$31.67	$32.30	$32.95	$33.61	$34.28	$34.97	$35.67	$36.38	$37.11	$37.85	$38.60
C116	Phlebotomy Technician I	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C116	Phlebotomy Technician I	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C114	Phlebotomy Technician II	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C114	Phlebotomy Technician II	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
E583	Phlebotomy Technician III	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
E583	Phlebotomy Technician III	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
E386	Phlebotomy Training Specialist	W07	FY27	$26.11	$26.62	$27.15	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.20	$31.82	$32.46	$33.11	$33.77	$34.45	$35.14	$35.84	$36.56	$37.29	$38.03
E386	Phlebotomy Training Specialist	W07	FY28	$26.50	$27.02	$27.56	$28.12	$28.68	$29.26	$29.84	$30.44	$31.05	$31.67	$32.30	$32.95	$33.61	$34.28	$34.97	$35.67	$36.38	$37.11	$37.85	$38.60
C142	PHSO ICM Administrative Assistant	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C142	PHSO ICM Administrative Assistant	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
E256	PHSO Resource Partner	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
E256	PHSO Resource Partner	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
319I	Prep Cook	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
319I	Prep Cook	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
652A	Print and Graphic Design Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
652A	Print and Graphic Design Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
0811	Printer	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
0811	Printer	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C401	PSS Emergency Response Orderly	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C401	PSS Emergency Response Orderly	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D887	Pulmonary Function Medical Assistant II	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D887	Pulmonary Function Medical Assistant II	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C692	Radiology Compliance Specialist	W09	FY27	$28.47	$29.04	$29.62	$30.21	$30.82	$31.43	$32.06	$32.70	$33.35	$34.02	$34.70	$35.39	$36.10	$36.82	$37.57	$38.32	$39.09	$39.87	$40.67	$41.48
C692	Radiology Compliance Specialist	W09	FY28	$28.90	$29.48	$30.06	$30.66	$31.28	$31.90	$32.54	$33.19	$33.85	$34.53	$35.22	$35.92	$36.64	$37.37	$38.13	$38.89	$39.68	$40.47	$41.28	$42.10
B445	Radiology Medical Assistant	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
B445	Radiology Medical Assistant	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
C210	Radiology Medical Assistant II	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C210	Radiology Medical Assistant II	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
D803	Radiology Medical Assistant Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
D803	Radiology Medical Assistant Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
223J	Receiver	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
223J	Receiver	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C865	Rehab Support Specialist	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
C865	Rehab Support Specialist	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
355K	Rehab Therapy Aide	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
355K	Rehab Therapy Aide	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
077T	Research Nutrition Aide II	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
077T	Research Nutrition Aide II	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
210Y	Respiratory Para Professional	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
210Y	Respiratory Para Professional	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
E319	Scheduling Administrator	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94

E319	Scheduling Administrator	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
J821	Scheduling Specialist	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
J821	Scheduling Specialist	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
C395	Scheduling Specialist Coord	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
C395	Scheduling Specialist Coord	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
C393	Scheduling Specialist II	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C393	Scheduling Specialist II	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
C394	Scheduling Specialist III	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C394	Scheduling Specialist III	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D578	Scheduling Specialist Senior	W06	FY27	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59	$36.30	$37.03
D578	Scheduling Specialist Senior	W06	FY28	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12	$36.84	$37.59
111I	Senior Code Alert Operator	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
111I	Senior Code Alert Operator	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
084I	Specialist Lab Operations Support	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
084I	Specialist Lab Operations Support	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
C515	Specialist Lab Operations Support Senior	W07	FY27	$26.11	$26.62	$27.15	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.20	$31.82	$32.46	$33.11	$33.77	$34.45	$35.14	$35.84	$36.56	$37.29	$38.03
C515	Specialist Lab Operations Support Senior	W07	FY28	$26.50	$27.02	$27.56	$28.12	$28.68	$29.26	$29.84	$30.44	$31.05	$31.67	$32.30	$32.95	$33.61	$34.28	$34.97	$35.67	$36.38	$37.11	$37.85	$38.60
J158	Staff Assistant	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
J158	Staff Assistant	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
B551	Staffing Office Specialist	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
B551	Staffing Office Specialist	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
B538	Surgical COA	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
B538	Surgical COA	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
B545	Surgical COA Lead	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
B545	Surgical COA Lead	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
E201	Surgical Room Specialist I	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
E201	Surgical Room Specialist I	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
E202	Surgical Room Specialist II	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
E202	Surgical Room Specialist II	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
D511	Therapy Support Specialist	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
D511	Therapy Support Specialist	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
B194	Trauma Registrar	W08	FY27	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92	$33.58	$34.25	$34.93	$35.63	$36.34	$37.07	$37.81	$38.57	$39.34	$40.13
B194	Trauma Registrar	W08	FY28	$27.96	$28.52	$29.08	$29.66	$30.26	$30.87	$31.49	$32.11	$32.75	$33.41	$34.08	$34.76	$35.45	$36.16	$36.89	$37.63	$38.38	$39.15	$39.93	$40.73
201H	Unit Secretary	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
201H	Unit Secretary	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
C561	Unit Secretary/Labor and Del Asst	W02	FY27	$22.28	$22.73	$23.18	$23.64	$24.11	$24.59	$25.08	$25.58	$26.09	$26.61	$27.14	$27.68	$28.23	$28.79	$29.37	$29.96	$30.56	$31.17	$31.79	$32.43
C561	Unit Secretary/Labor and Del Asst	W02	FY28	$22.61	$23.07	$23.53	$23.99	$24.47	$24.96	$25.46	$25.96	$26.48	$27.01	$27.55	$28.10	$28.65	$29.22	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92
201U	Unit Secretary/LNA	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
201U	Unit Secretary/LNA	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45
D698	Unit Secretary/LNA - Advanced	W04	FY27	$24.43	$24.92	$25.42	$25.92	$26.44	$26.97	$27.51	$28.05	$28.61	$29.18	$29.77	$30.37	$30.98	$31.60	$32.23	$32.88	$33.54	$34.21	$34.89	$35.59
D698	Unit Secretary/LNA - Advanced	W04	FY28	$24.80	$25.29	$25.80	$26.31	$26.84	$27.37	$27.92	$28.47	$29.04	$29.62	$30.22	$30.83	$31.44	$32.07	$32.71	$33.37	$34.04	$34.72	$35.41	$36.12
C466	Unit Secretary/LNA Trainee	W01	FY27	$21.64	$22.07	$22.51	$22.96	$23.42	$23.89	$24.37	$24.86	$25.36	$25.87	$26.39	$26.92	$27.46	$28.01	$28.57	$29.14	$29.72	$30.31	$30.92	$31.54
C466	Unit Secretary/LNA Trainee	W01	FY28	$21.96	$22.40	$22.85	$23.30	$23.77	$24.25	$24.74	$25.23	$25.74	$26.26	$26.79	$27.32	$27.87	$28.43	$29.00	$29.58	$30.17	$30.76	$31.38	$32.01
C743	Unit/Department Scheduler	W03	FY27	$23.27	$23.74	$24.22	$24.71	$25.20	$25.71	$26.23	$26.76	$27.29	$27.84	$28.40	$28.97	$29.55	$30.14	$30.73	$31.35	$31.98	$32.62	$33.27	$33.94
C743	Unit/Department Scheduler	W03	FY28	$23.62	$24.10	$24.58	$25.08	$25.58	$26.10	$26.62	$27.16	$27.70	$28.26	$28.83	$29.40	$29.99	$30.59	$31.19	$31.82	$32.46	$33.11	$33.77	$34.45